



**Semi-Annual Report
on
Female and Minority Employment**

January 1 – June 30, 2010

**Personnel Cabinet
September 2010**



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STEVEN L. BESHEAR
GOVERNOR

PERSONNEL CABINET
501 High Street, 3rd Floor
Frankfort, Kentucky 40601
Phone (502) 564-8000
Fax (502) 564-0182
www.personnel.ky.gov

NIKKI R. JACKSON
SECRETARY

September 13, 2010

The Honorable Steve Beshear
Governor, Commonwealth of Kentucky
The Capitol Building
Frankfort, Kentucky 40601

Dear Governor Beshear:

In accordance with KRS 18A.138, I am submitting to you the enclosed semi-annual report on Female and Minority Employment for the six-month period of January 1 through June 30, 2010. This report reflects the overall minority and female employment utilization for the Executive Branch as well as figures for each of the various cabinets.

On July 1, 2004, the long-term hiring goal for minorities was raised from 7.51% to 10%. The long-term hiring goal for females remained at 52.42%, as established in June 1996. These goals reflect the female and minority population as recorded by the 2000 Census. Through these goals, your Administration continues its focus on increasing representation in employment by race, ethnicity and gender.

The total number of state employees as of June 20, 2010, was 32,541. Unlike the previous reporting period, which saw the first rise in minority and female utilization since June 2007, this report reflects a small drop in overall utilization. The current utilization percentages are 8.67% for minorities and 49.03% for females, down 0.1% and 0.05%, respectively, from the last reporting period.

The Personnel Cabinet, the Cabinet for Health and Family Services, and the Cabinet for Economic Development have exceeded the overall goals for both minority and female employment. The Labor Cabinet, Education Cabinet and General Government have exceeded the overall goals for female employment.

The Personnel Cabinet, through its Office of Diversity and Equality (ODE), is committed to assisting agencies through providing training in the areas of diversity and EEO. ODE continues to develop specific and targeted consultations for the various cabinets in hopes of reaching full utilization.

Sincerely

A handwritten signature in blue ink that reads "N. Jackson".

Nikki R. Jackson, Secretary

Enclosure: Semi-Annual Report January 1, 2010 –June 30, 2010

STATEMENT OF PURPOSE

Office of Diversity & Equality

The Office of Diversity & Equality (ODE), in the Commonwealth of Kentucky's Personnel Cabinet, is committed to ensuring greater diversity within state government. Kentucky Revised Statute 18.A 138(4) directs the Personnel Cabinet to produce this Semi-Annual Report on Minority & Female Employment in order to provide state officials with a progress assessment of the Commonwealth's Affirmative Action Plan. The data in this report reflects the degree of workforce diversity within state government.

The Affirmative Action Plan of the Commonwealth of Kentucky provides the state with utilization goals for female and minority employment. Currently, these goals are set at 52.42% and 10%, respectively, based on Kentucky population data from the 2000 Census. The purpose of this Semi-Annual Report on Female & Minority Employment is to provide a snapshot of workforce realities in comparison to the established goals.¹

The Office of Diversity & Equality produces this report, as well as diversity and EEO training for the various cabinets, in order to promote and sustain a workforce that reflects the diversity found within the Commonwealth. Success in securing a diverse workforce is a legal, economic and moral imperative. This report should allow the various cabinets to assess their plans for the recruitment, retention and promotion of minorities and women.

Report Structure and Methodology

Customer Information Control System (CICS), the Commonwealth's payroll system, provides the employment data found within this Semi-Annual Report on Female & Minority Employment. The data is broken down into three groups: total employment, minority employment and female employment.

Within this report, one will find both written and graphic descriptions of the data provided by CICS, beginning with an overview of the statewide progress, followed by a snapshot of minority and female utilization numbers for the various cabinets.

¹ ODE greatly anticipates the publication of the 2010 Census data. The new census data will reflect both changes in the minority and female populations, but will also provide more accurate information about Kentucky's workforce availability. This information will be useful in the development of recruitment resources and will provide the Commonwealth with benchmarks for minority and female employment from the private sector.

Notes on Reading the Utilization Tables

1.) The Commonwealth Utilization Tables (page 9), and the tables compile for each of the various cabinets, consists of twelve columns. The column categories are abbreviated to provide maximum use of space on the pages that follow. The categories found on the Commonwealth Utilization Table, from left to right, are (abbreviations in parenthesis used in the report):

- Job Category
- Total Number of Employees (TOT EMPLS)
- Number of Minorities Employed (MIN)
- Percentage of Minorities Employed (% MIN)
- Projected Minority Utilization Goals (MIN PROJ % GOAL)
- Number of Minority Hires Needed to Reach Goal (# MIN NEEDED)
- Minority Utilization Average for All Employers in the State (STATE MIN AVG)²
- Number of Females Employed (FEM)
- Percentage of Females Employed (% FEM)
- Projected Female Utilization Goals (FEM PROJ % GOAL)
- Number of Female Hires Needed to Reach Goal (# FEM NEEDED)
- Female Utilization Average for All Employers in the State (STATE FEM AVG)³

2.) Rows 2-10 on the Commonwealth Utilization Table, and the tables compiled for each of the various cabinets, represent the EEO Job Categories found within state government. There are nine possible categories - for a description of each EEO Job Category SEE APPENDIX I.

3.) Rows 11-13 provide totaled information for overall analysis. These rows include:

- TOTAL (the sum of all data found in the various columns)
- DECEMBER 2009 TOTAL (the totals from the previous reporting period)
- CHANGES (the differences between the current total and the total from the previous reporting period)

4.) Color coding is used to highlight certain useful information for readers.

- Green (utilization goal met)

Cabinet Utilization Tables

Also included in this report are snapshots of the overall minority and female utilization numbers for each cabinet as well as a breakdown for the various EEO Job Categories.

² These statewide utilization averages for all employers (public and private) have been taken from the 2000 Census Bureau website. The 2000 Census defines the labor pool to include individuals sixteen years and older. Although the Commonwealth of Kentucky requires one to be at least eighteen for employment, this is the most comprehensive data on employment, by EEO category, available. The impact of including this data, which includes sixteen and seventeen year olds, on this analysis is unknown. One could assume that this particular age group would affect the numbers of certain EEO categories not included in this report, such as Sales Workers and Laborers & Helpers. This information is located on the EEO Data Tool Page of the US Census Bureau's website:

www.census.gov/hhes/www/eeoindex/page_c.html (accessed 10/21/2008).

³ *IBID*

Trend Charts

Provided in this report are charts representing minority and female utilization over designated periods of time. Charts for total Commonwealth utilization (pages 15 and 16) measure utilization goals and semi-annual data for minority and female employment, respectively, dating back to the December 1998 Semi-Annual Report on Female & Minority Employment. Trend charts are also included for the various cabinets, representing data from June 2007 (the last reporting period of the previous administration).⁴

Analytical Framework for Readers

The analysis found within this report focuses on providing readers with a general overview of the status of the Commonwealth of Kentucky and its various cabinets on the employment of minorities and women. The numbers themselves give little room for interpretation when comparing employment realities with projected utilization goals. Therefore, this report also provides the utilization average of all employers within the state (public and private) to place the Commonwealth's numbers within the context of statewide workforce availability. Though the causes for underutilization cannot be fully articulated through this data and the methodology used to compile this report, readers should use the statewide utilization average (for all employers, public and private) as a benchmark to analyze how the Commonwealth performs in relation to other employers.

Certain cabinets will have more difficulty reaching goals due to the limited qualifying availability within the labor pool of targeted populations for traditionally race or gender dominated positions. This does not excuse underutilization, but rather, provides the opportunity for innovation in recruitment and retention of minority and female employees in order to improve these numbers in a good faith effort (even if reaching the projected goal is not feasible).

For the purpose of this report, areas highlighted to indicate the achievement of utilization goals comply strictly with the percentages established to quantify full utilization.

⁴ Trend charts for two cabinets, Labor and Public Projection, provide information dating back to June 2008, the first reporting period after the creation of these cabinets.

COMMONWEALTH OF KENTUCKY WORKFORCE ANALYSIS

Overall State Analysis

Between January 1 and June 30, 2010, the number of state employees increased by 219 employees from 32,322 to 32,541, just 46.2% of the increase from the last reporting period.

Minority Utilization

Unlike the previous reporting period, though overall state employment rose, both minority and female decreased. The percentage of minority utilization fell 0.10% during these six months from 8.77% to 8.67%.⁵ This decline in minority utilization echoes the trend began in June 2007. This slight decrease in minority utilization can be attributed to the overall loss of minority held positions created during this six-month period. Though 219 positions were added to the state payroll, the number of minority held positions fell by 14 since the last reporting period.

Female Utilization

During the last six months, the percentage of females employed by the Commonwealth of Kentucky fell 0.05% from 49.08% to 49.03%.⁶ In contrast to the analysis on statewide minority utilization from the previous report, during this reporting period the female hiring rate was only 41.6%, disproportionately below the projected female utilization goal (and the previous percentage of female employment). Similarly to reports produced before December 2009, this report reflects a decline in female employment, possibly attributed to a disproportionate number of women leaving state government and female under-representation in new hires.

Climate Analysis

The past several reports have pointed to the current budget shortfalls within state government, in correlation with the current economic recession, as a continued obstacle for the Commonwealth in reaching utilization goals. Furthermore, trends indicate that an under-representation of minorities and females in new hires is a major factor for the decline in utilization. Cabinets and agencies will also need to focus on retaining the minorities and females currently employed with the state in order to prevent further decline.

⁵ See Minority Utilization Trend on page 15.

⁶ See Female Utilization Trend on page 16.

COMMONWEALTH ANALYSIS BY EEO CATEGORY⁷

Minority Utilization by EEO Category

As of June 30, 2010, the Commonwealth of Kentucky met minority utilization goals in the following EEO Categories: Group 5 (Paraprofessionals) and Group 8 (Service Maintenance). The Commonwealth's utilization continues to be greater than the utilization average for all employers in the state in the EEO Categories: Group 1 (Officials & Administrators), Group 2 (Professionals) and Group 5 (Paraprofessionals).⁸ The Groups that fall short of both utilization goals and the statewide average are Group 3 (Technicians), Group 4 (Protective Service Workers), Group 6 (Office & Clerical) and Group 7 (Skilled Workers).

The minority utilization averages for all employers in the state serve as useful benchmarks to analyze state government's progress in these areas. However, though most of these averages also fall below 10%, it should not be inferred that the Commonwealth's utilization goals are not attainable. An increase in minority utilization within state government would provide an example for employers across the state. The Commonwealth's goal of 10% minority utilization may be attained through more targeted and disciplined recruitment techniques. In response to the previous trend of steady decline in minority utilization within state government, efforts to educate officials on diversity and minority recruitment and retention are in development.

2.) Female Utilization by EEO Category

As of June 30, 2010, the Commonwealth of Kentucky continues to meet female utilization goals in the following EEO Categories: Group 2 (Professionals), Group 5 (Paraprofessionals) and Group 6 (Office and Clerical). The categories that fall short of utilization goals are Group 1 (Officials & Administrators), Group 3 (Technicians), Group 4 (Protective Service Workers), Group 7 (Skilled Workers) and Group 8 (Service Maintenance). The data does indicate that in the EEO Groups 1, 2, 5, 6, and 7, the Commonwealth's utilization of females is at a percentage greater than the statewide average for all employers.

The numbers for both state government and the state average for all employers suggest the workforce availability for certain EEO categories will provide substantial obstacles in achieving utilization goals. Factors like trends of interest, educational attainment, geographic location and the terms of employment should be considered. This seems especially true for Group 4 (Protective Service Workers) and Group 7 (Skilled Workers), with average female utilization of 19.8% and 5.1% respectively. These two categories represent positions traditionally dominated by males.

⁷ For definitions of the EEO Job Categories please see **Appendix 1**.

⁸ The 2000 Census defines the labor pool to include individuals sixteen years and older. Although the Commonwealth of Kentucky requires one to be at least eighteen for employment, this is the most comprehensive data on employment, by EEO category, available. This information is located on the US Census Bureau's EEO Data Tool website: www.census.gov/hhes/www/eeoindex/page_c.html (accessed 10/21/2008).

COMMONWEALTH UTILIZATION TABLE

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	2,916	217	7.44%	10.00%	74.6	6.1%	1,207	41.39%	52.42%	321.6	37.7%
EEO GRP 2: PROFESSIONAL	16,196	1,442	8.9%	10.00%	177.6	8.4%	9,435	58.26%	52.42%	0	57.9%
EEO GRP 3: TECHNICIANS	1,802	129	7.16%	10.00%	51.2	8.2%	644	35.74%	52.42%	300.6	62.9%
EEO GRP 4: PROTECT SERV WRKR	3,343	224	6.7%	10.00%	110.3	10.6%	541	16.18%	52.42%	1,211.4	19.8%
EEO GRP 5: PARA PROFESSIONAL	2,240	314	14.02%	10.00%	0	8.3%	1,756	78.39%	52.42%	0	62.6%
EEO GRP 6: OFFICE & CLERICAL	1,947	136	6.99%	10.00%	58.7	9.3%	1,600	82.18%	52.42%	0	76.8%
EEO GRP 7: SKILLED WORKER	2,429	129	5.31%	10.00%	113.9	5.8%	146	6.01%	52.42%	1,127.3	5.1%
EEO GRP 8: SERVICE MAINTENANCE	1,668	230	13.79%	10.00%	0	14.7%	627	37.59%	52.42%	247.4	64.1%
EEO GRP 9: OTHER	--	--	--	10.00%	--	--	--	--	52.42%	--	--
TOTAL	32,541	2,821	8.67%	10.00%	433.1		15,956	49.03%	52.42%	1,102	
DECEMBER '09 TOTAL	32,322	2,835	8.77%	10.00%	397.2		15,865	49.08%	52.42%	1,078.2	
CHANGES	219	-14	-0.10%		35.9		91	-0.05%		23.8	



Utilization Goals Met



Totals



December 2008 Totals



Columns represent
utilization percentages for
all employers in the state



Columns represent
numbers from the
Commonwealth



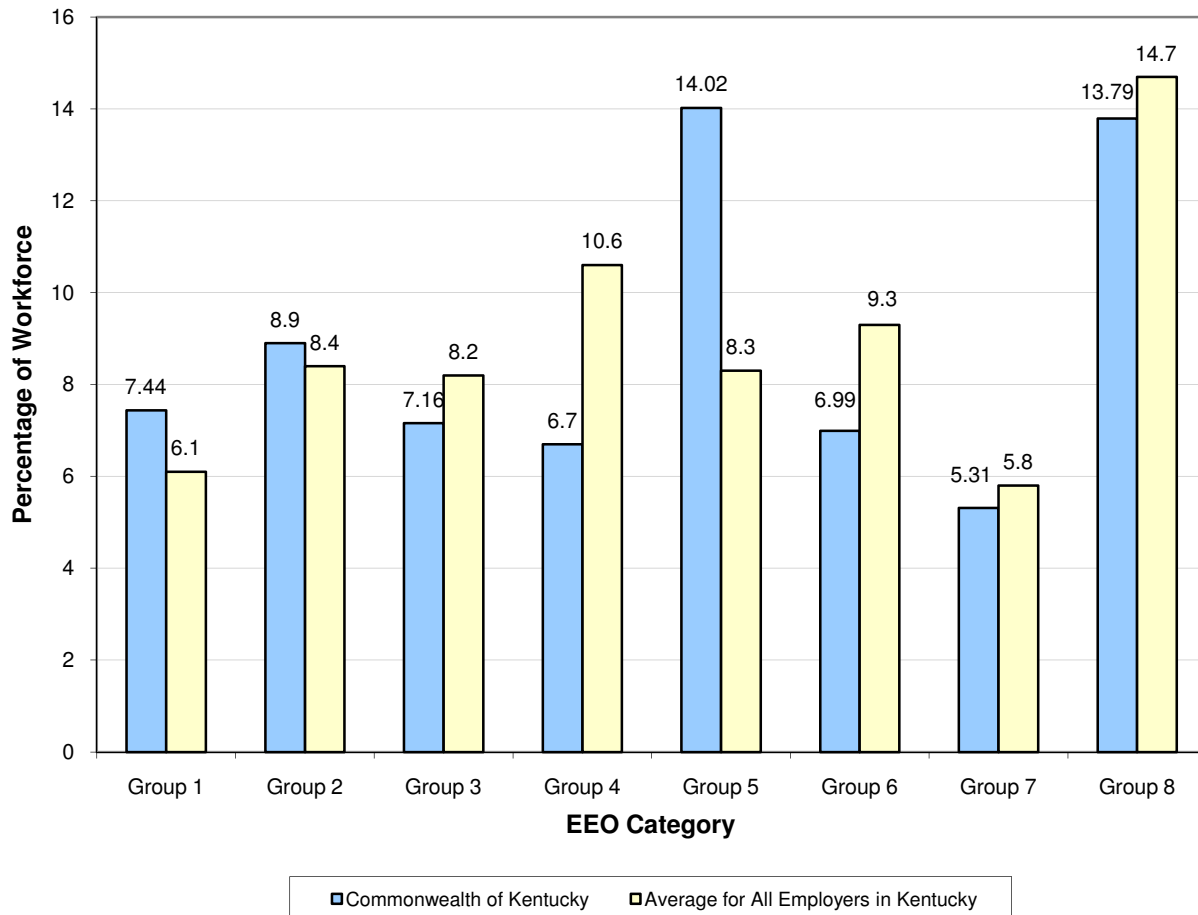
Changes in numbers between
June and December 2009

OVERALL CABINET GOAL ATTAINMENT

- **Cabinets meeting both minority and female utilization goals:⁹**
 - Economic Development Cabinet
 - Health & Family Services Cabinet
 - Personnel Cabinet
- **Cabinets meeting minority utilization goals:**
 - Economic Development (**10.23%**)
 - Health & Family Services Cabinet (**13.95%**)
 - Personnel Cabinet (**11.26%**)
- **Cabinets meeting female utilization goals:**
 - Economic Development Cabinet (**56.82%**)
 - Education Cabinet (**58.94%**)
 - General Government (**61.14%**)
 - Health & Family Services Cabinet (**79.73%**)
 - Labor Cabinet (**55.88%**)
 - Personnel Cabinet (**72.52%**)

⁹ Since the last reporting period, the number of cabinets that reach the utilization goals for both minority and female utilization has remained the same. However, the Labor Cabinet fell below the previously attained 10% goal, while the Economic Development Cabinet exceeded 10% (after falling below utilization last reporting period).

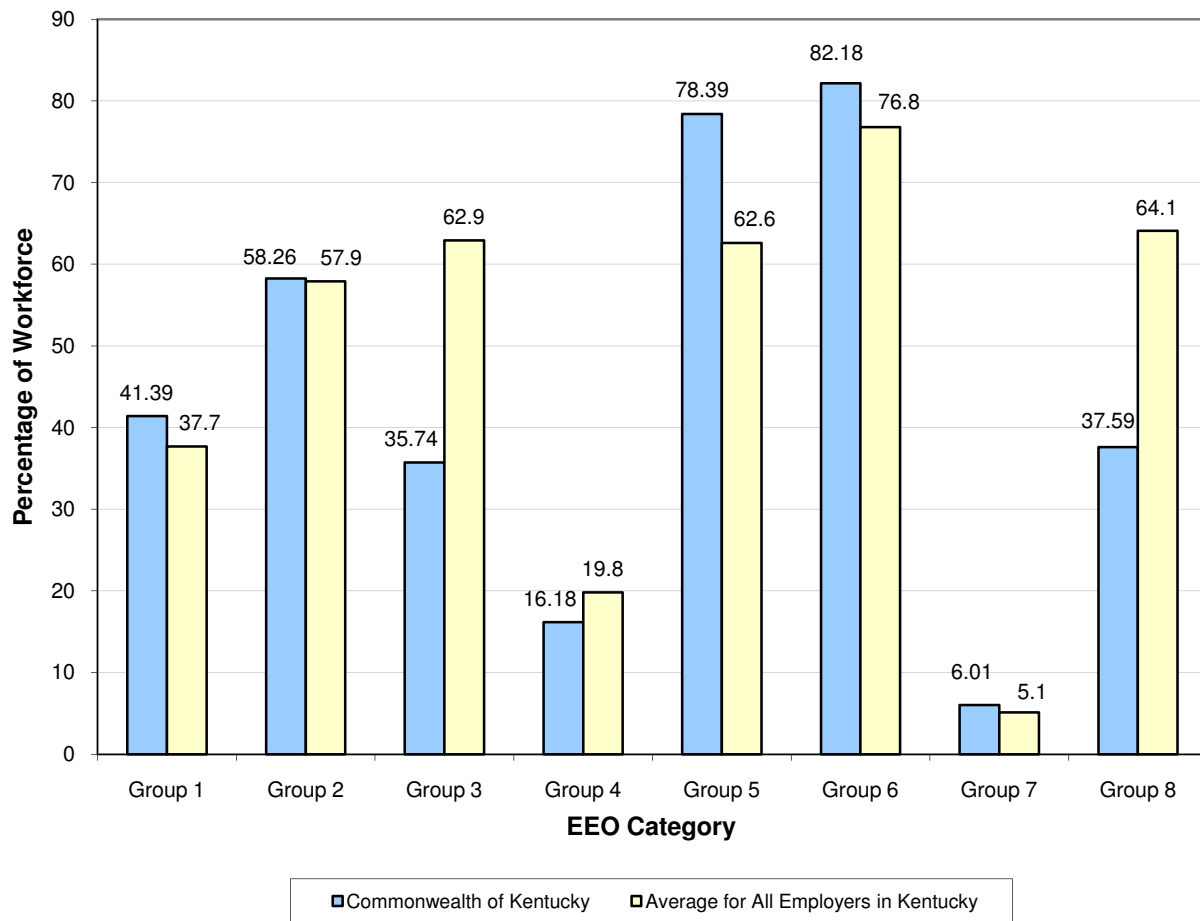
COMMONWEALTH MINORITY UTILIZATION
COMPARISON WITH KENTUCKY AVERAGE BY EEO CATEGORY¹⁰



- Group 1 – Officials & Administrators
- Group 2 – Professionals
- Group 3 – Technicians
- Group 4 – Protective Service Workers
- Group 5 – Paraprofessionals
- Group 6 – Office & Clerical Workers
- Group 7 – Skilled Workers
- Group 8 – Service Maintenance Workers

¹⁰ The overall state minority utilization by EEO Category is found on the US Census Bureau's EEO Data Tool webpage, www.census.gov/hhes/www/eeoindex/page_c.html (accessed 10/21/2008).

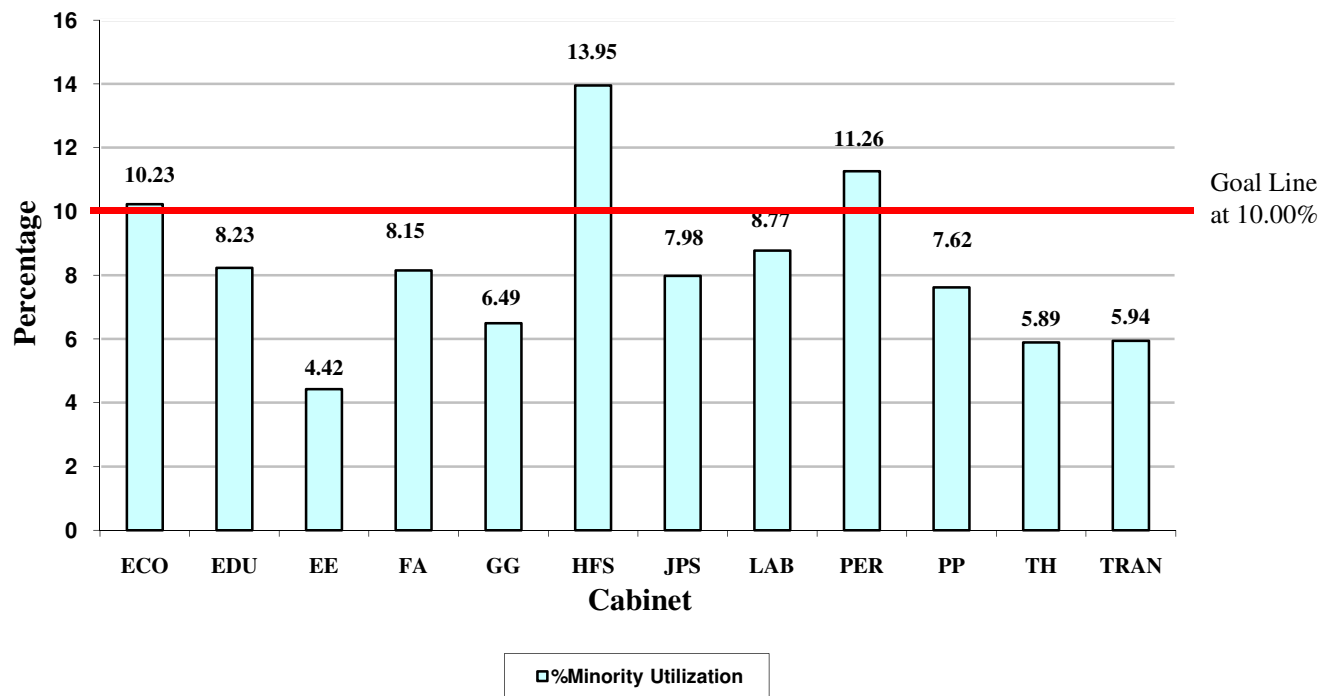
COMMONWEALTH FEMALE UTILIZATION
COMPARISON WITH KENTUCKY AVERAGE BY EEO CATEGORY¹¹



- Group 1 – Officials & Administrators
- Group 2 – Professionals
- Group 3 – Technicians
- Group 4 – Protective Service Workers
- Group 5 – Paraprofessionals
- Group 6 – Office & Clerical Workers
- Group 7 – Skilled Workers
- Group 8 – Service Maintenance Workers

¹¹ The overall state female utilization by EEO Category is found on the US Census Bureau's EEO Data Tool webpage, http://www.census.gov/hhes/www/eeoindex/page_c.html (accessed 10/21/2008).

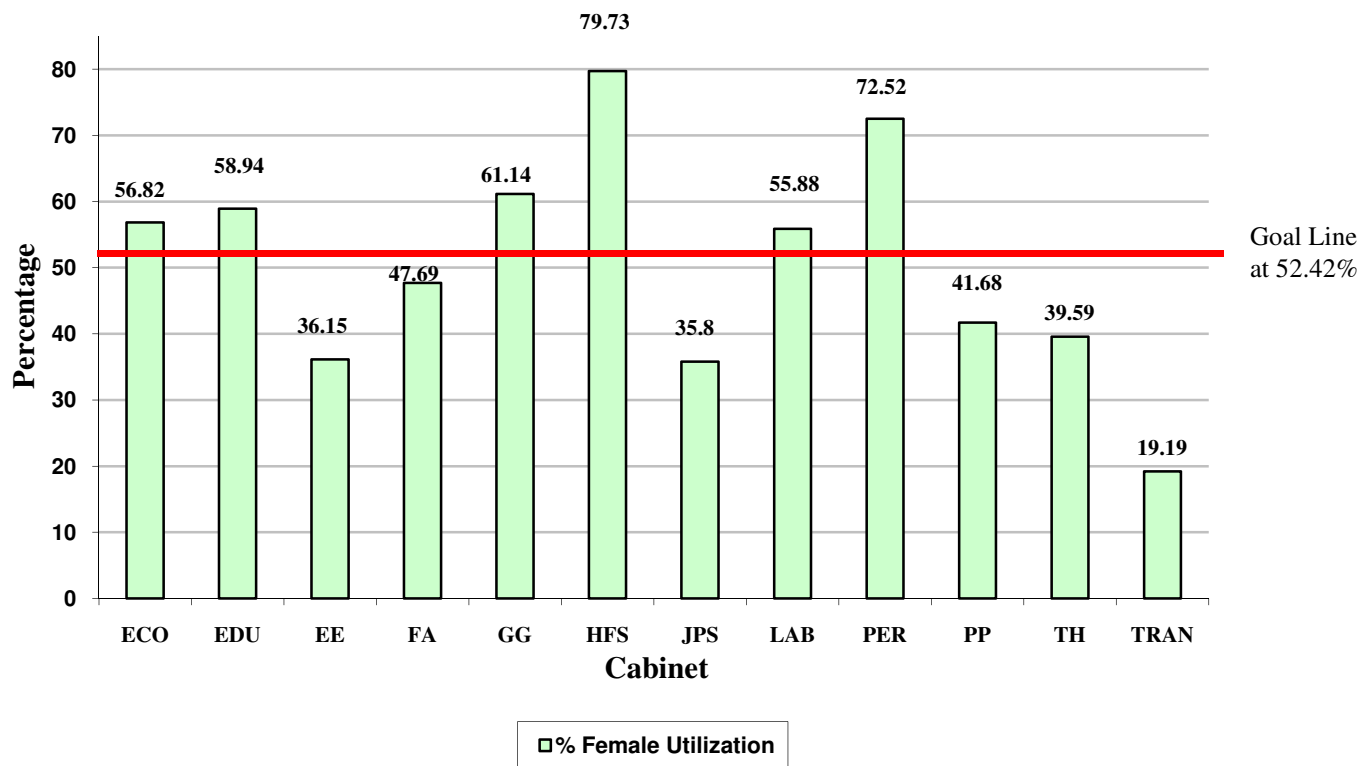
MINORITY UTILIZATION BY CABINET



CABINETS

ECO	- Economic Development
EDU	- Education & Workforce Development
EE	- Energy & Environment
FA	- Finance & Administration
GG	- General Government
HFS	- Health & Family Services
JPS	- Justice & Public Safety
LAB	- Labor
PER	- Personnel
PP	- Public Protection
TH	- Tourism, Arts & Heritage
TRAN	- Transportation

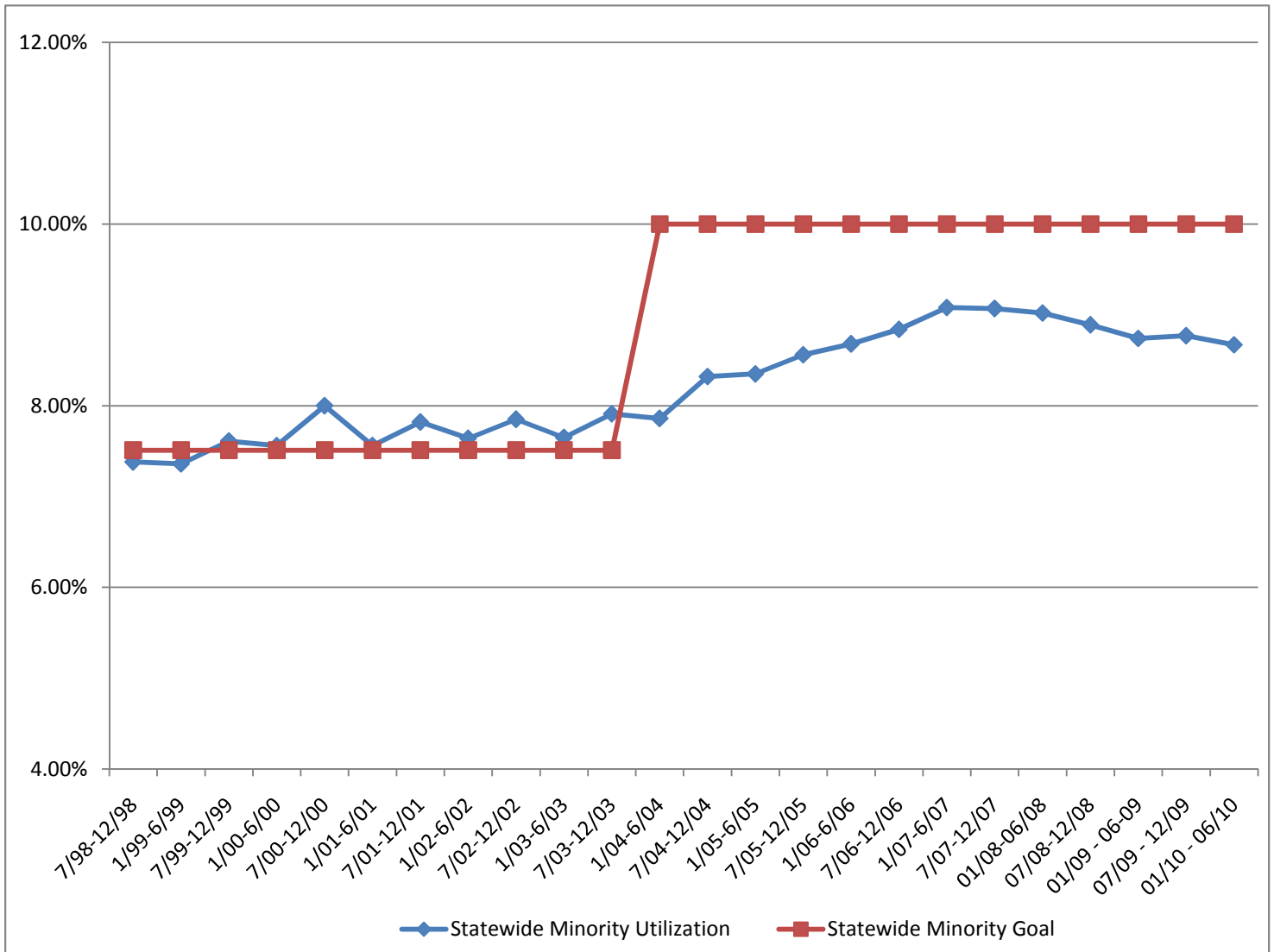
FEMALE UTILIZATION BY CABINET



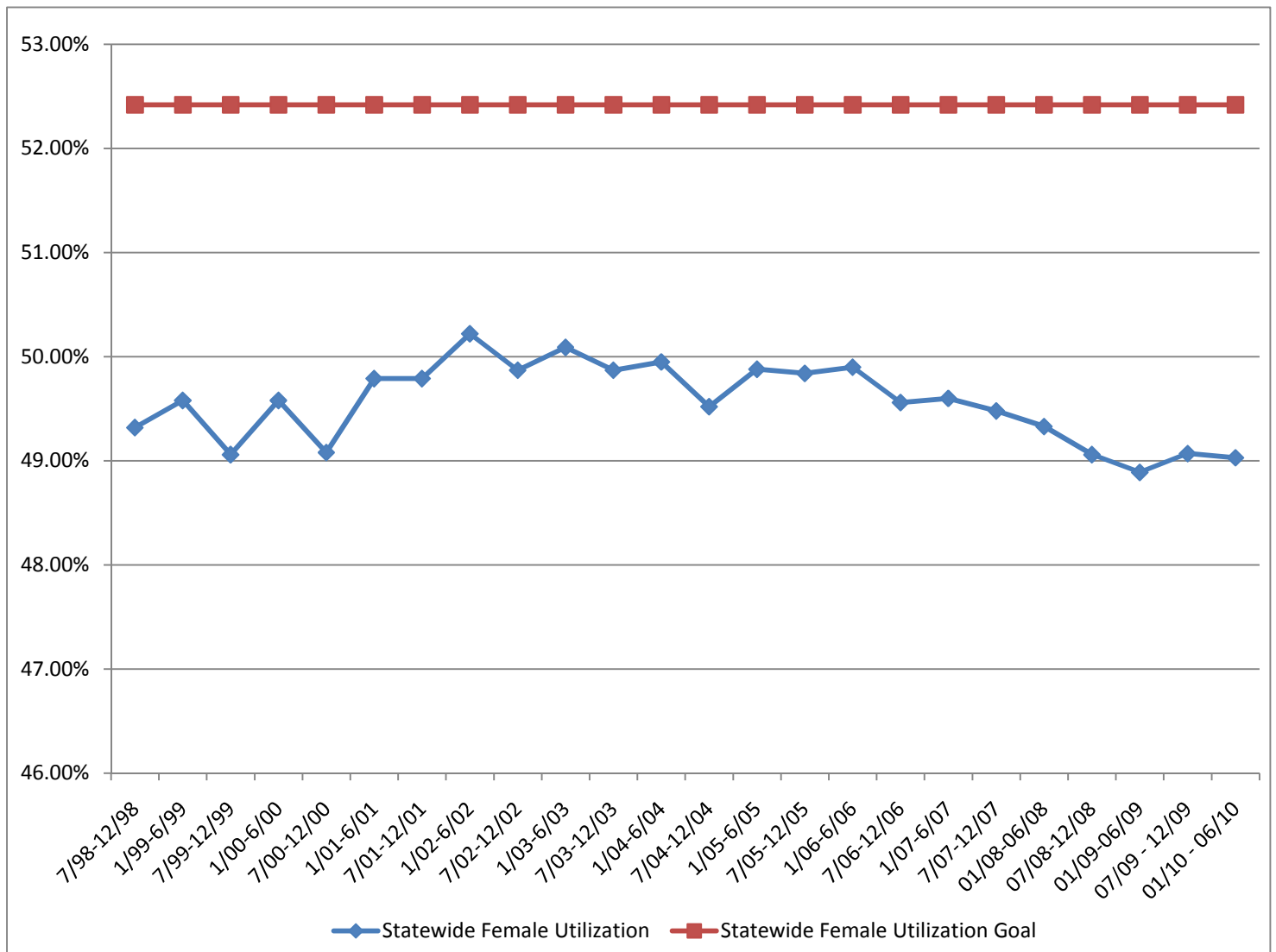
CABINETS

ECO	- Economic Development
EDU	- Education
EE	- Energy & Environment
FA	- Finance & Administration
GG	- General Government
HFS	- Health & Family Services
JPS	- Justice & Public Safety
LAB	- Labor
PER	- Personnel
PP	- Public Protection
TH	- Tourism, Arts & Heritage
TRAN	- Transportation

MINORITY UTILIZATION TREND FOR DECEMBER 1998 – JUNE 2010



FEMALE UTILIZATION TREND FOR DECEMBER 1998 – JUNE 2010



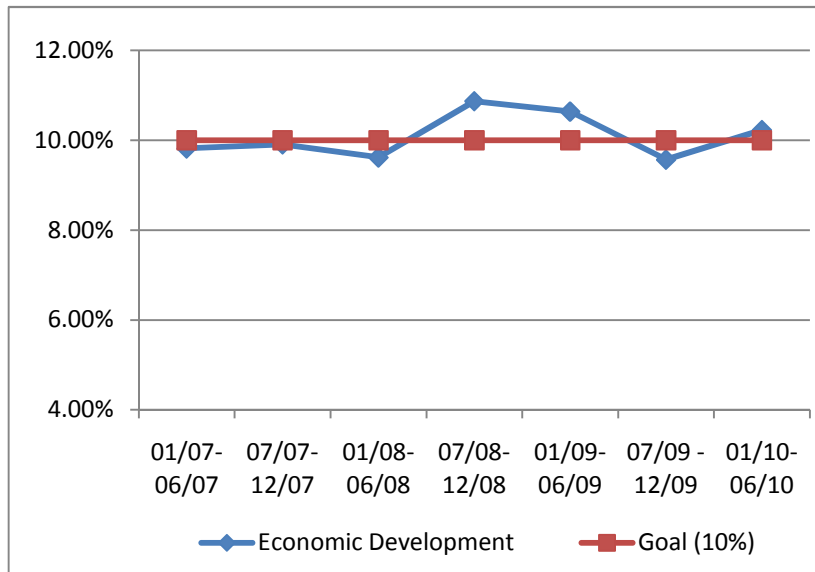
CABINET UTILIZATION

ECONOMIC DEVELOPMENT CABINET

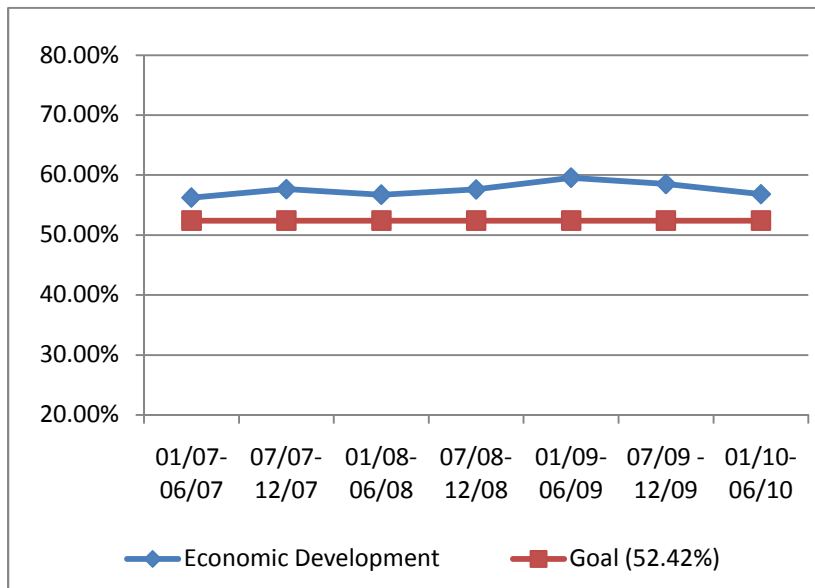
January – June 2010 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	32	3	9.38%	10.00%	0.2	6.1%	10	31.25%	52.42%	6.8	37.7%
EEO GRP 2: PROFESSIONAL	46	5	10.87%	10.00%	0.0	8.4%	32	69.57%	52.42%	0.0	57.9%
EEO GRP 3: TECHNICIANS	3	0	0%	10.00%	0.3	8.2%	2	66.67%	52.42%	0.0	62.9%
EEO GRP 4: PROTECT SERV WRKR	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 5: PARA PROFESSIONAL	1	0	0%	10.00%	0.1	8.3%	1	100%	52.42%	0.0	62.6%
EEO GRP 6: OFFICE & CLERICAL	4	0	0%	10.00%	0.4	9.3%	4	100%	52.42%	0.0	76.8%
EEO GRP 7: SKILLED WORKER	1	0	0%	10.00%	0.1	5.8%	1	100%	52.42%	0.0	5.1%
EEO GRP 8: SERVICE MAINTENANCE	1	1	100%	10.00%	0.0	14.7%	0	0%	52.42%	0.6	64.1%
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--	--	--
TOTAL	88	9	10.23%	10.00%	0.4		50	56.82%	52.42%	0.0	
DECEMBER '09 TOTAL	94	9	9.5%	10.00%	0.4		55	58.51%	52.42%	0.0	
CHANGES	-6	0	0.75%		0.0		-5	-1.69%		0.0	

Economic Development Minority Utilization Trend



Economic Development Female Utilization Trend



Minority Utilization

Between January 1 and June 30, 2010, the total number of employees with the Economic Development Cabinet decreased six positions to 88 employees. Of these 88 employees, nine are minorities. These nine employees comprise 10.23% of the Economic Development Cabinet's workforce, 0.23% above the minority utilization goal of 10%. Though no new minority held positions were added, no minority held positions included in the six positions vacated during this reporting period.

The Economic Development Cabinet has reached utilization goals for minorities in two EEO Job Categories: Group 2 (Professionals) and Group 8 (Service Maintenance).

Female Utilization

Between January 1 and June 30, 2010, the Economic Development Cabinet decreased its number of female employees by five. Of the 88 employees currently with the cabinet, 50 are female. This slight decrease in female employment over the last six months caused the percentage of female utilization to fall 1.69% to 56.82%. Nevertheless, the Economic Development Cabinet's female employment is 4.40% above the targeted female utilization goal of 52.42%. Although female employment has decreased for the third consecutive reporting period, the cabinet continues its trend of utilization.

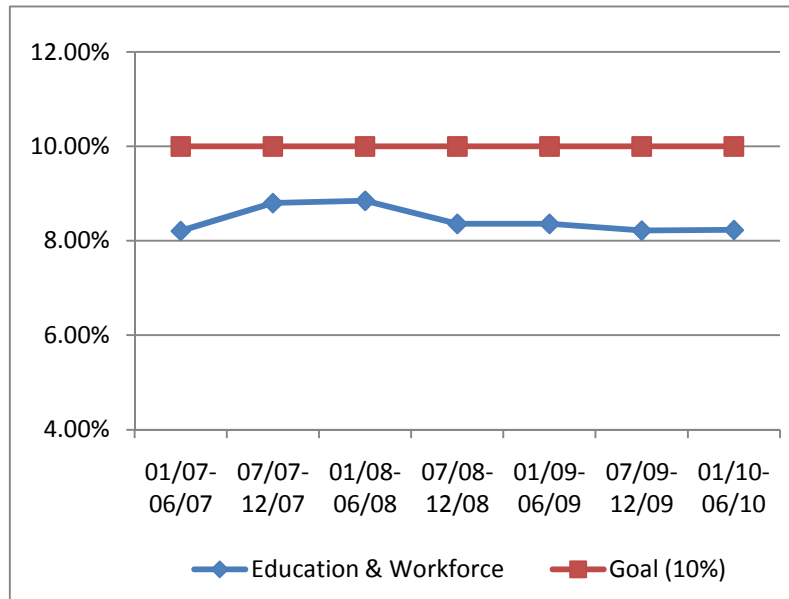
The Economic Development cabinet has reached utilization goals for females in five EEO Job Categories: Group 2 (Professionals), Group 3 (Technicians), Group 5 (Paraprofessionals), Group 6 (Office & Clerical) and Group 7 (Skilled Workers).

EDUCATION & WORKFORCE DEVELOPMENT CABINET

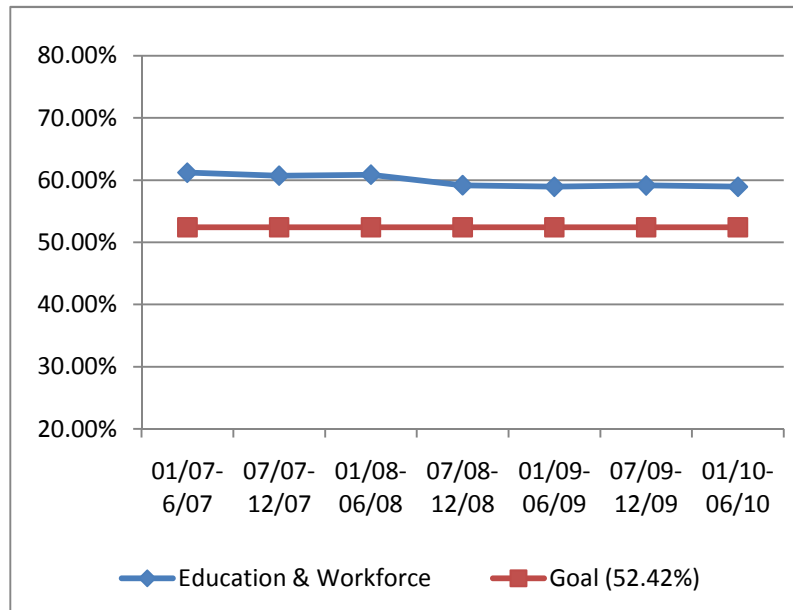
January – June 2010 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	349	39	11.17%	10.00%	0.0	6.1%	192	55.01%	52.42%	0.0	37.7%
EEO GRP 2: PROFESSIONAL	1,838	133	7.24%	10.00%	50.8	8.4%	1,102	59.96%	52.42%	0.0	57.9%
EEO GRP 3: TECHNICIANS	121	12	9.92	10.00%	0.1	8.2%	57	47.11%	52.42%	6.5	62.9%
EEO GRP 4: PROTECT SERV WRKR	8	0	0%	10.00%	0.8	10.6%	1	12.5%	52.42%	3.2	19.8%
EEO GRP 5: PARA PROFESSIONAL	64	9	14.06%	10.00%	0.0	8.3%	45	70.31%	52.42%	0.0	62.6%
EEO GRP 6: OFFICE & CLERICAL	124	9	7.26%	6.3%	3.4	9.3%	118	95.16%	52.42%	0.0	76.8%
EEO GRP 7: SKILLED WORKER	21	2	9.52%	10.00%	0.1	5.8%	2	9.52%	52.42%	9.1	5.1%
EEO GRP 8: SERVICE MAINTENANCE	88	11	12.5%	10.00%	0.0	14.7%	23	26.14%	52.42%	26.8	64.1%
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--	--	--
TOTAL	2,613	215	8.23%	10.00%	46.3		1,540	58.94%	52.42%	0.0	
DECEMBER '09 TOTAL	2,664	219	8.22%	10.00%	47.4		1,576	59.16%	52.42%	0.0	
CHANGES	-51	-4	0.01%		-1.1		-36	-0.22%		0	

Education & Workforce Development Minority Utilization Trend



Education & Workforce Development Female Utilization Trend



Minority Utilization

Between January 1 and June 30, 2010, the Education & Workforce Development Cabinet saw a decrease of 51 positions, resulting in a total workforce of 2,613. Of these 2,613 employees, 215 are minorities. These 215 employees, four less than the previous reporting period, comprise 8.23% of the Education & Workforce Development Cabinet's workforce. This figure is 1.77% below the minority utilization goal of 10%. Minority utilization has increased by 0.01% in the last reporting period. Minorities only represented 7.84% of the positions vacated, resulting in the slight increase in utilization.

The Education & Workforce Development Cabinet has reached utilization in two EEO Job Categories: Group 5 (Paraprofessional) and Group 8 (Service Maintenance). Since the last reporting period, the Education & Workforce Development Cabinet no longer meets minority employment goals for EEO Job Category Group 3 (technicians).

Female Utilization

Between January 1 and June 30, 2010, female utilization in the Education & Workforce Development Cabinet fell by 36 employees. Of the 2,613 employees currently with the cabinet, 1,540 are female. In the last six months, the percentage of females employed by the cabinet has decreased from 59.16% to 58.94%. Nevertheless, the cabinet continues to remain above the targeted female utilization goal of 52.42% by 6.52%.

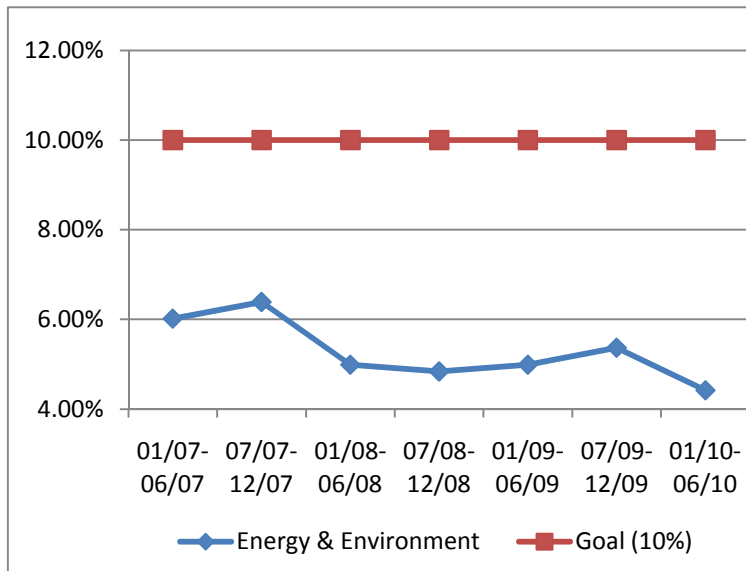
The Education & Workforce Development Cabinet reaches female utilization for four of its eight EEO Job Categories: Group 1 (Professionals), Group 2 (Professionals), Group 5 (Paraprofessionals) and Group 6 (Office & Clerical). The cabinet is increasingly coming closer to attaining utilization in EEO Job Category Group 7 (Skilled Workers).

ENERGY & ENVIRONMENT CABINET

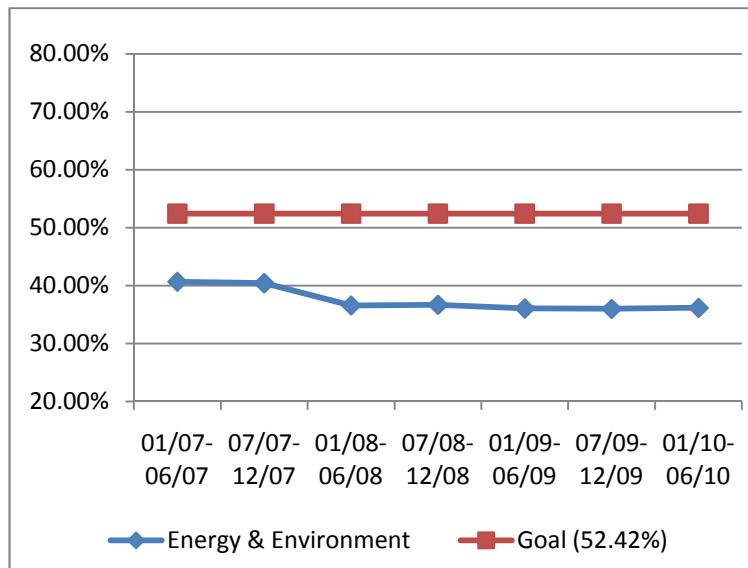
January – June 2010 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	256	11	4.3%	10.00%	14.6	6.1%	76	29.69%	52.42%	58.2	37.7%
EEO GRP 2: PROFESSIONAL	1,254	59	4.7%	10.00%	66.4	8.4%	491	39.15%	52.42%	166.4	57.9%
EEO GRP 3: TECHNICIANS	155	5	3.23%	10.00%	10.5	8.2%	20	12.9%	52.42%	61.3	62.9%
EEO GRP 4: PROTECT SERV WRKR	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 5: PARA PROFESSIONAL	9	0	0%	10.00%	0.9	8.3%	6	66.67%	52.42%	0.0	62.6%
EEO GRP 6: OFFICE & CLERICAL	26	1	3.84%	6.3%	1.6	9.3%	23	88.46%	52.42%	0.0	76.8%
EEO GRP 7: SKILLED WORKER	13	0	0%	10.00%	1.3	5.8%	5	38.46%	52.42%	1.9	5.1%
EEO GRP 8: SERVICE MAINTENANCE	5	0	0%	10.00%	0.5	14.7%	0	0%	52.42%	2.7	64.1%
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--	--	--
TOTAL	1,718	76	4.42%	10.00%	95.8		621	36.15%	52.42%	279.6	
DECEMBER '09 TOTAL	1,712	92	5.37%	10.00%	79.2		616	35.95%	52.42%	281.5	
CHANGES	6	-16	-0.95%		16.6		5	0.17%		1.9	

Energy & Environment Minority Utilization Trend



Energy & Environment Female Utilization Trend



Minority Utilization

Between January 1 and June 30, 2010, the Energy & Environment Cabinet saw a net increase of six positions, resulting in a total workforce of 1,718. Of these 1,718 employees, 76 are minorities. These 76 employees comprise 4.42% of the Energy & Environment Cabinet's workforce, 5.58% below the minority utilization goal of 10%. In December 2009, the Energy & Environment Cabinet had a minority utilization of 5.37%, 0.95% more than the current figures. Much unlike the previous reporting period, when minority employees comprised 18.75% of all new hires, this reporting period saw a significant decline of 16 minority held positions, even though the cabinet had a net gain of six employees. The exodus of minority employees this period has led to the lowest percentage of utilization since the beginning of this administration.

The Energy & Environment Cabinet has not met any utilization goals for any of the EEO Job Categories. Not only is each category underutilized, Group 5 (Paraprofessional), Group 7 (Skilled Workers) and Group 8 (Service Maintenance) have no minority employees.

Female Utilization

Of the 1,718 employees currently within the Energy & Environment Cabinet, only 621 (36.15%) are female. This is 0.17% higher than the previous reporting period, but 16.27% below the Commonwealth's goal for female utilization. The number of females employed with the Energy & Environment Cabinet increased by five this reporting period (83.33% of the total positions added). This over representation of females in hiring has led to a slight increase in overall cabinet female utilization.

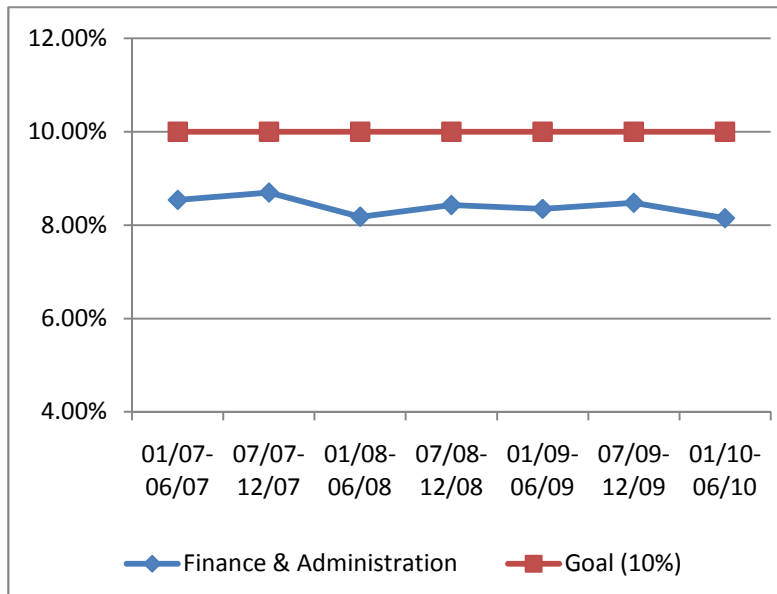
The Energy & Environment Cabinet has continued to meet utilization goals in two EEO Job Categories: Group 5 (Paraprofessional) and Group 6 (Office & Clerical).

FINANCE & ADMINISTRATION CABINET

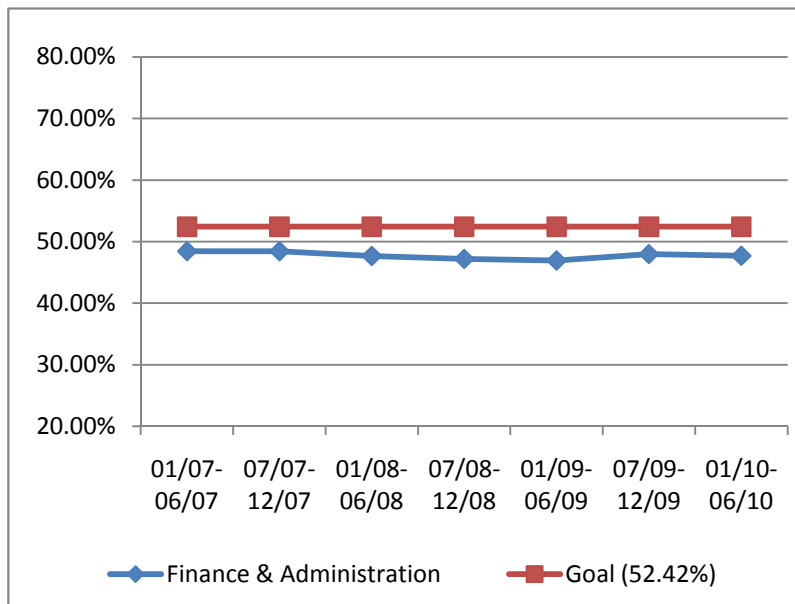
January - June 2010 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	310	25	8.06%	10.00%	6	6.1%	123	39.68%	52.42%	39.5	37.7%
EEO GRP 2: PROFESSIONAL	1,054	81	7.69%	10.00%	24.4	8.4%	595	56.45%	52.42%	0.0	57.9%
EEO GRP 3: TECHNICIANS	244	24	9.84%	10.00%	0.0	8.2%	86	35.25%	52.42%	41.9	62.9%
EEO GRP 4: PROTECT SERV WRKR	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 5: PARA PROFESSIONAL	50	3	6%	10.00%	2	8.3%	31	62%	52.42%	0.0	62.6%
EEO GRP 6: OFFICE & CLERICAL	85	11	12.94%	6.3%	0.0	9.3%	51	60%	52.42%	0.0	76.8%
EEO GRP 7: SKILLED WORKER	114	3	2.63%	10.00%	8.4	5.8%	5	4.39%	52.42%	54.8	5.1%
EEO GRP 8: SERVICE MAINTENANCE	45	8	17.78%	10.00%	0.0	14.7%	16	35.56%	52.42%	7.6	64.1%
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--	--	--
TOTAL	1,902	155	8.15%	10.00%	35.2		907	47.69%	52.42%	90.1	
DECEMBER '09 TOTAL	1,884	160	8.49%	10.00%	28.4		904	47.98%	52.42%	83.6	
CHANGES	20	-5	-0.34%		6.8		3	-0.29%		6.5	

Finance & Administration Minority Utilization Trend



Finance & Administration Female Utilization Trend



Minority Utilization

Between January 1 and June 30, 2010, the Finance & Administration Cabinet saw a net increase of 20 employees, resulting in a total workforce of 1,902. Of these 1,902 employees, 155 are minorities. These 155 employees comprise 8.15% of the Finance & Administration Cabinet's workforce, 1.85% below the minority utilization goal of 10%, down 0.34% from the last reporting period. This decline can be attributed to the loss of five minority held positions while overall employment rose by 20. The current minority utilization is the lowest for the cabinet since the beginning of this administration.

During this reporting period, the Finance & Administration Cabinet reached utilization goals for two EEO Job Categories: Group 6 (Office & Clerical) and Group 8 (Service Maintenance). This is down one category, Group 5 (Paraprofessionals), from the previous reporting period.

Female Utilization

Of the 1,902 employees currently within the cabinet, 907 are female. These 907 females comprise 47.69% of the cabinet's workforce, a decrease of 0.29% from the previous reporting period. Between January and June 2010, only 15% of new positions were held by females, an under-representation that may have contributed to overall female utilization decline this reporting period.

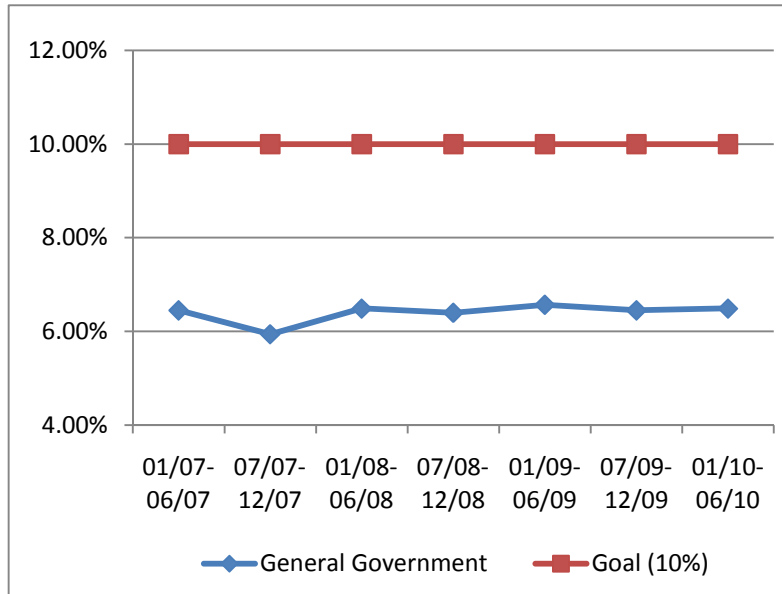
The Finance & Administration Cabinet continued to meet utilization goals in three EEO Job Categories: Group 2 (Professionals), Group 5 (Paraprofessionals) and Group 6 (Office & Clerical).

GENERAL GOVERNMENT

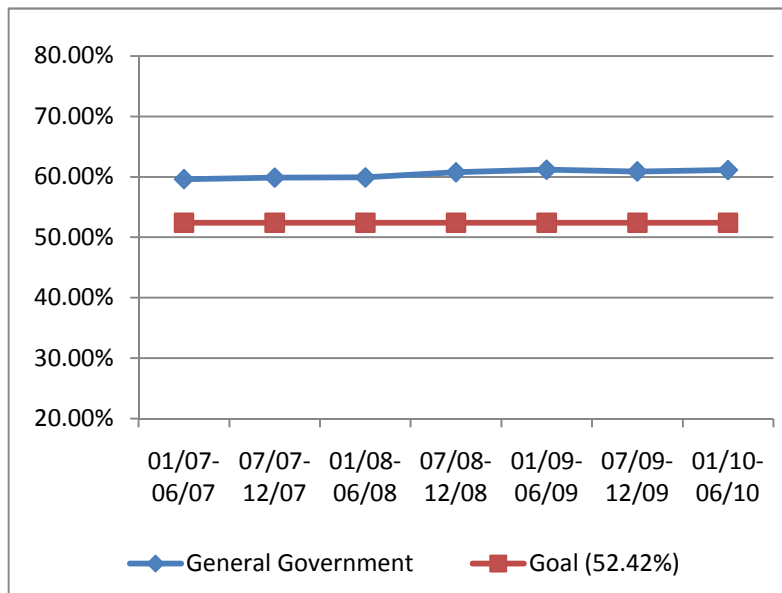
January – June 2010 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	332	23	6.93%	10.00%	10.2	6.1%	134	40.36%	52.42%	40	37.7%
EEO GRP 2: PROFESSIONAL	1,275	72	5.65%	10.00%	55.5	8.4%	734	58.27%	52.42%	0.0	57.9%
EEO GRP 3: TECHNICIANS	231	9	3.9%	10.00%	14.1	8.2%	121	52.38%	52.42%	0.1	62.9%
EEO GRP 4: PROTECT SERV WRKR	62	6	9.68%	10.00%	0.2	10.6%	13	20.97%	52.42%	19.5	19.8%
EEO GRP 5: PARA PROFESSIONAL	304	34	11.18%	10.00%	0.0	8.3%	272	89.42%	52.42%	0.0	62.6%
EEO GRP 6: OFFICE & CLERICAL	257	11	4.28%	6.3%	14.7	9.3%	240	93.39%	52.42%	0.0	76.8%
EEO GRP 7: SKILLED WORKER	53	7	13.21%	10.00%	0.0	5.8%	14	26.42%	52.42%	13.8	5.1%
EEO GRP 8: SERVICE MAINTENANCE	188	13	6.49%	10.00%	5.3	14.7%	112	61.2%	52.42%	0.0	64.1%
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--	--	--
TOTAL	2,697	175	6.49%	10.00%	94.7		1,649	61.14%	52.42%	0.0	
DECEMBER '09 TOTAL	2,729	176	6.31%	10.00%	96.9		1,662	60.9%	52.42%	0.0	
CHANGES	-32	-1	0.18%		-22		-13	0.24%		0	

General Government Minority Utilization Trend



General Government Female Utilization Trend



Minority Utilization

Between January 1 and June 30, 2010, 32 positions were eliminated or vacated within the General Government, resulting in a total workforce of 2,697. This decline in employment is a continued trend from December 2008. Of these 2,697 employees, 175 are minorities. These 175 employees comprise 6.49% of the General Government's workforce, an increase of 0.18% from the previous reporting period and 3.51% below the minority utilization goal of 10%. Of the 32 positions eliminated or vacated, only one was held by a minority. This disproportionate loss of minority employees is a contributing factor in the slight increase in minority utilization for the General Government.

The General Government currently reaches utilization goals in two EEO Job Categories: Group 5 (Paraprofessionals) and Group 7 (Skilled Workers). This is an increase of one category (Group 5) since the previous reporting period. EEO Group 4 is significantly close to reaching minority utilization at 9.68%.

Female Utilization

Of the 2,697 employees current with the General Government, 1,649 are female. Since the last reporting period, the percentage of females by the General Government increased 0.24% from 60.9% to 61.14%, 8.72% above the targeted utilization goal for female employment.

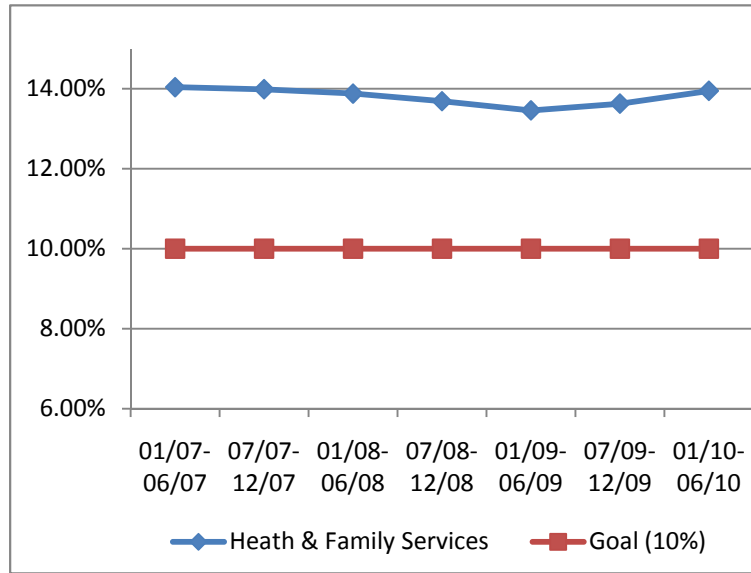
The General Government continues to reach female utilization goals for four EEO Job Categories: Group 2 (Professionals), Group 5 (Paraprofessionals), Group 6 (Office & Clerical) and Group 8 (Service Maintenance).

HEALTH & FAMILY SERVICES CABINET

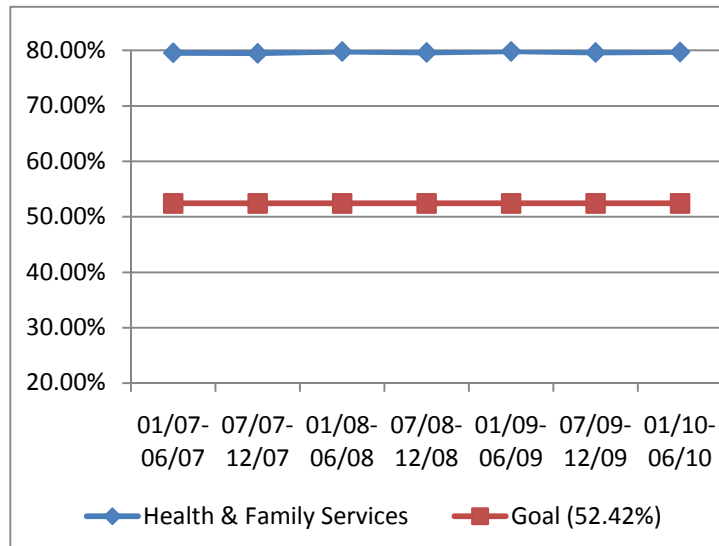
January – June 2012 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1:q OFFICIALS & ADMIN	419	40	9.55	10.00%	1.9	6.1%	262	62.53%	52.42%	0.0	37.7%
EEO GRP 2: PROFESSIONAL	4,440	543	12.23%	10.00%	0.0	8.4%	3,580	80.63%	52.42%	0.0	57.9%
EEO GRP 3: TECHNICIANS	156	18	11.54%	10.00%	0.0	8.2%	96	61.59%	52.42%	0.0	62.9%
EEO GRP 4: PROTECT SERV WRKR	87	14	16.09	10.00%	0.0	10.6%	28	32.18%	52.42%	18.2	19.8%
EEO GRP 5: PARA PROFESSIONAL	1,500	248	16.53%	10.00%	0.0	8.3%	1,275	85%	52.42%	0.0	62.6%
EEO GRP 6: OFFICE & CLERICAL	574	63	10.98%	6.3%	0.0	9.3%	549	95.64%	52.42%	0.0	76.8%
EEO GRP 7: SKILLED WORKER	56	6	10.71%	10.00%	0.0	5.8%	9	16.07%	52.42%	0.0	5.1%
EEO GRP 8: SERVICE MAINTENANCE	223	108	48.43%	10.00%	0.0	14.7%	145	65.02%	52.42%	0.0	64.1%
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--	--	--
TOTAL	7,455	1,040	13.95%	10.00%	0.0		5,949	79.73%	52.42%	0.0	
DECEMBER '09 TOTAL	7,346	1,001	13.63%	10.00%	0.0		5,850	79.64%	52.42%	0.0	
CHANGES	109	39	0.32		0		94	0.09%		0	

Health & Family Services Minority Utilization Trend



Health & Family Services Female Utilization Trend



The Cabinet for Health & Family Services is one of the three cabinets within state government that has met both the minority and female utilization goals.

Health & Family Services exceeds utilization for each EEO Job Category for both minorities and females (except Group 1 and Group 4, respectively).

Considering the contribution of all 13 cabinets to statewide utilization goals, the Cabinet for Health & Family Services employs 36.87% of the Commonwealth's minority employees and 37.25% of the Commonwealth's female employees.

Minority Utilization

The Cabinet for Health & Family Services continues to exceed the minority utilization goal. The cabinet's minority utilization is 13.95%, 3.95% greater than the 10% goal and 0.32% more than the previous reporting period. Of the 7,455 employees within the cabinet, 1,040 are minorities. Of the 109 new positions created this reporting period, 39 (or 57.86%) were minority held.

Female Utilization

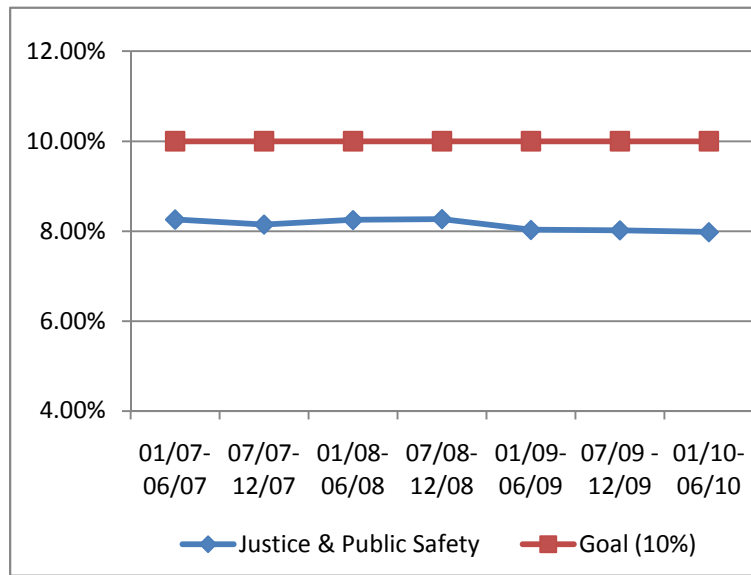
The Cabinet for Health & Family Services continues to exceed female utilization goals as well. Of the 7,455 employees within the cabinet, 5,944 are female. The cabinet's female utilization is 27.31% above the Commonwealth's goal of 52.45%.

JUSTICE & PUBLIC SAFETY CABINET

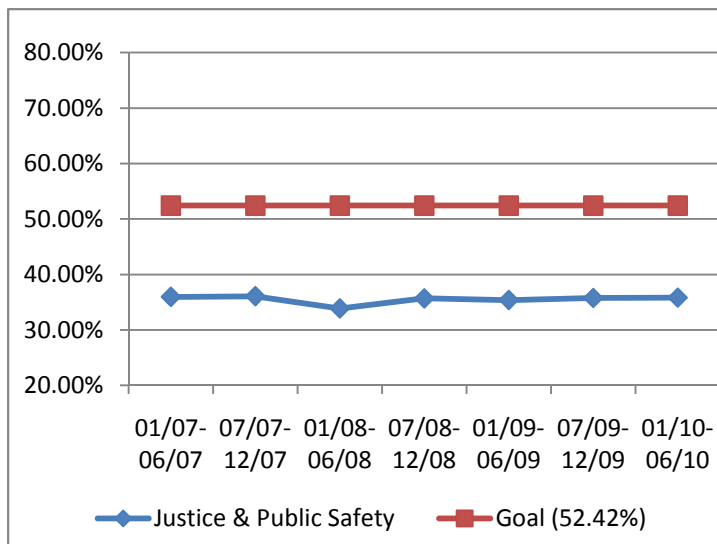
January - June 2010 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	424	40	9.43%	10.00%	2.4	6.1%	176	41.51%	52.42%	46.3	37.7%
EEO GRP 2: PROFESSIONAL	3,451	344	9.97%	10.00%	1.1	8.4%	1,580	45.78%	52.42%	229.1	57.9%
EEO GRP 3: TECHNICIANS	220	14	6.36%	10.00%	8	8.2%	115	52.27%	52.42%	0.4	62.9%
EEO GRP 4: PROTECT SERV WRKR	2,961	200	6.75%	10.00%	96.1	10.6%	490	16.55%	52.42%	1,062.2	19.8%
EEO GRP 5: PARA PROFESSIONAL	83	9	10.84%	10.00%	0.0	8.3%	45	54.22%	52.42%	0.0	62.6%
EEO GRP 6: OFFICE & CLERICAL	535	20	3.74%	6.3%	33.5	9.3%	381	71.21%	52.42%	0.0	76.8%
EEO GRP 7: SKILLED WORKER	196	5	2.55%	10.00%	14.6	5.8%	37	18.88%	52.42%	65.8	5.1%
EEO GRP 8: SERVICE MAINTENANCE	63	1	1.59%	10.00%	5.3	14.7%	16	25.4%	52.42%	17.1	64.1%
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--	--	--
TOTAL	7,933	633	7.98%	10.00%	160.3		2,840	35.8%	52.42%	1,318.5	
DECEMBER '09 TOTAL	7,857	630	8.02%	10.00%	155.7		2,808	35.74%	52.42%	1,310.7	
CHANGES	76	3	-0.04%		4.6		32	0.06		7.8	

Justice & Public Safety Minority Utilization Trend



Justice & Public Safety Female Utilization Trend



Minority Utilization

Between January 1 and June 30, 2010, the Justice & Public Safety Cabinet saw a net increase of 76 positions, resulting in a total workforce of 7,933 employees. Of these 7,933 employees, 633 are minorities. These 633 employees comprise 7.98% of the Justice & Public Safety Cabinet's workforce, 2.02% below the minority utilization goal of 10%. In December 2009, the cabinet had a minority utilization of 8.02%, only 0.04% greater than the current figure. This decrease can be attributed to the under-representation of minorities in the new positions. Minorities represented only 3.95% of the new hires, well below projected utilization goals and the percentage of employment.

The Justice & Public Safety Cabinet met utilization goals in only one EEO Job Categories: Group 5 (Professionals). This is one less than the last reporting period, which included EEO Group 2 (Professionals). Currently this category is only 0.03% below the goal of 10%.

Female Utilization

Unlike minority utilization, female utilization rose slightly this reporting period by 0.06%. This can be attributed to the percentage of females included in the 76 new positions. Of the 76 new hires 32 were held by females. Though below the utilization goal, this percentage was higher than then Justice & Public Safety Cabinet's previous percentage of female employment. Though female utilization rose this period, the cabinet is still 16.62% below the Commonwealth's goal for female utilization. The current figure is the highest since the beginning of this administration.

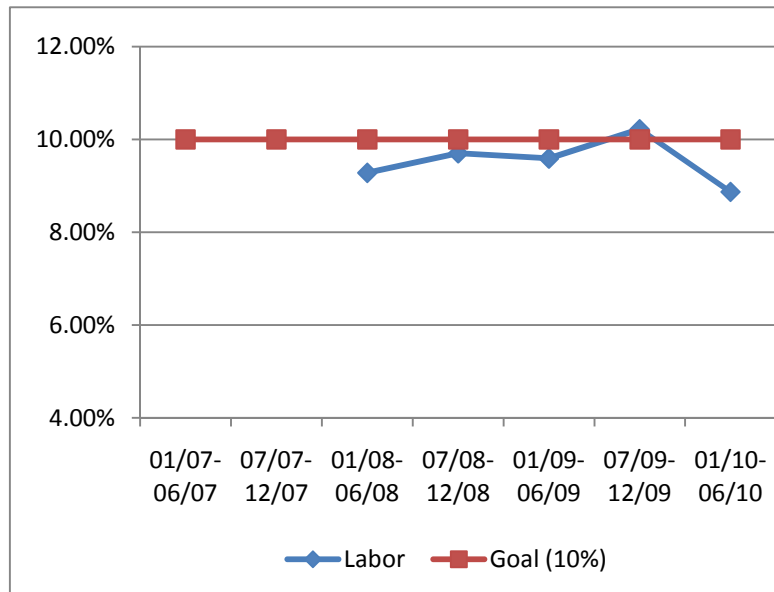
The Justice & Public Safety Cabinet met female utilization goals in two EEO Job Categories: Group 5 (Paraprofessional) and Group 6 (Office & Clerical). This is the same number as the previous reporting period, but with Group 3 (Technicians) instead of Group 5.

LABOR CABINET

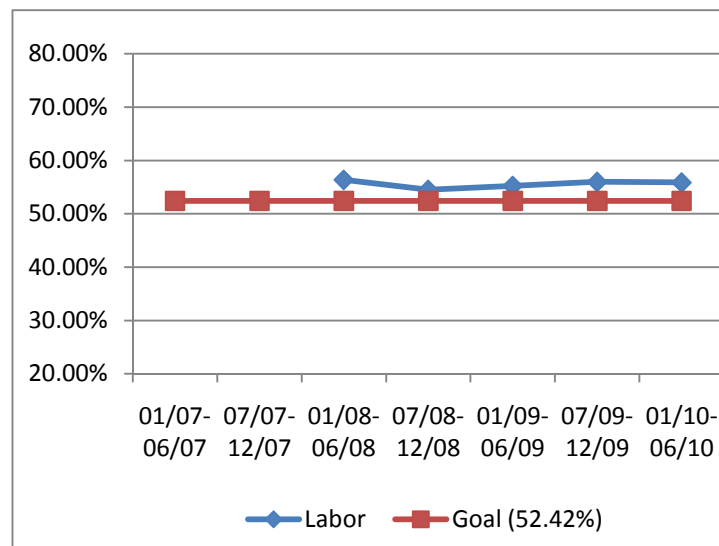
January – June 2010 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	69	2	2.9%	10.00%	4.9	6.1%	41	59.42%	52.42%	0.0	37.7%
EEO GRP 2: PROFESSIONAL	274	27	9.85%	10.00%	0.0	8.4%	145	52.92%	52.42%	0.0	57.9%
EEO GRP 3: TECHNICIANS	45	9	20%	10.00%	0.0	8.2%	18	40%	52.42%	5.6	62.9%
EEO GRP 4: PROTECT SERV WRKR	12	0	0%	10.00%	1.2	10.6%	2	16.67%	52.42%	4.3	19.8%
EEO GRP 5: PARA PROFESSIONAL	17	0	0%	10.00%	1.7	8.3%	16	94.12%	52.42%	0.0	62.6%
EEO GRP 6: OFFICE & CLERICAL	27	2	7.41%	6.3%	0.7	9.3%	26	96.3%	52.42%	0.0	76.8%
EEO GRP 7: SKILLED WORKER	3	0	0%	10.00%	0.3	5.8%	2	66.67%	52.42%	0.0	5.1%
EEO GRP 8: SERVICE MAINTENANCE	4	0	0%	10.00%	0.4	14.7%	2	50%	52.42%	0.1	64.1%
EEO GRP 9: OTHER	-	--	--	--	--	--	--	--	--	--	--
TOTAL	451	40	8.87%	10.00%	5.1		252	55.88%	52.42%	0.0	
DECEMBER '09 TOTAL	450	46	10.22%	10.00%	0.0		252	56%	52.42%	0.0	
CHANGES	1	-6	-1.35%		5.1		0	-0.12%		0	

Labor Minority Utilization Trend¹²



Labor Female Utilization Trend¹³



¹² The Labor Cabinet was created in early 2008 and therefore no trend information exists before the 06/08 reporting period.

¹³ *Ibid...*

Minority Utilization

With each reporting period since its creation, the Labor Cabinet has come increasingly close to attaining minority utilization. (During the last reporting period, the cabinet actually did exceed the 10% goal.) However, with a decrease of six minority positions, compared to the cabinet's overall increase of one position, the Labor Cabinet fell below the minority utilization goal. Of the 451 employees, 40 are minorities. These 40 employees represent 8.87% minority utilization, 1.13% below the minority utilization goal of 10% and a decline of 1.55% since the last reporting period.

The Labor Cabinet has exceeded the minority utilization goal in only one EEO Job Category: Group 3 (Technicians). This category has the largest concentration of minority employees in the cabinet. Group 2 (Professionals) had exceeded the goal during the last reporting period but fell slightly below this period.

Female Utilization

Of the 451 employees with the Labor Cabinet, 252 employees are females. These 252 employees represent 55.88% of the cabinet's total workforce. Of the cabinet's new positions zero were held by females - decreasing overall female utilization by 0.12%. The Labor Cabinet's female utilization is 3.46% above the Commonwealth's goal of 52.42%.

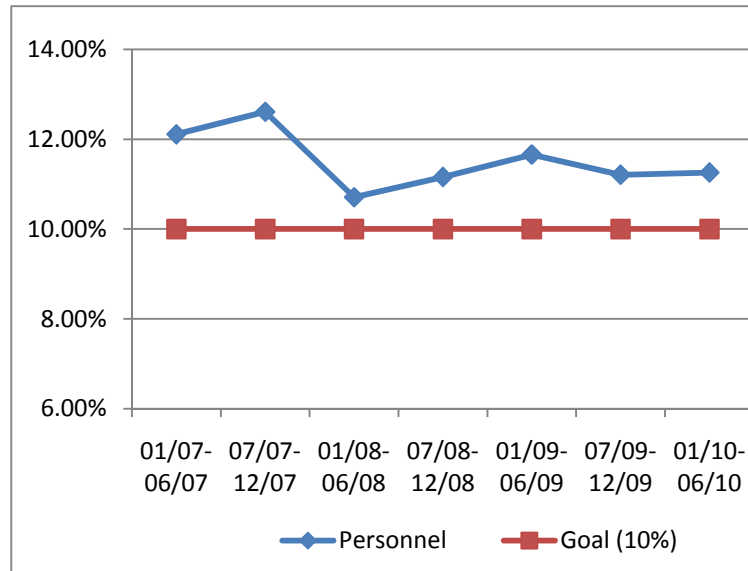
The Labor Cabinet continues to meet female utilization goals for the majority of its EEO Job Categories: Group 1 (Officials & Administrators), Group 2 (Professionals), Group 5 (Paraprofessionals), Group 6 (Office & Clerical) and, new this reporting period, and Group 7 (Skilled Workers).

PERSONNEL CABINET

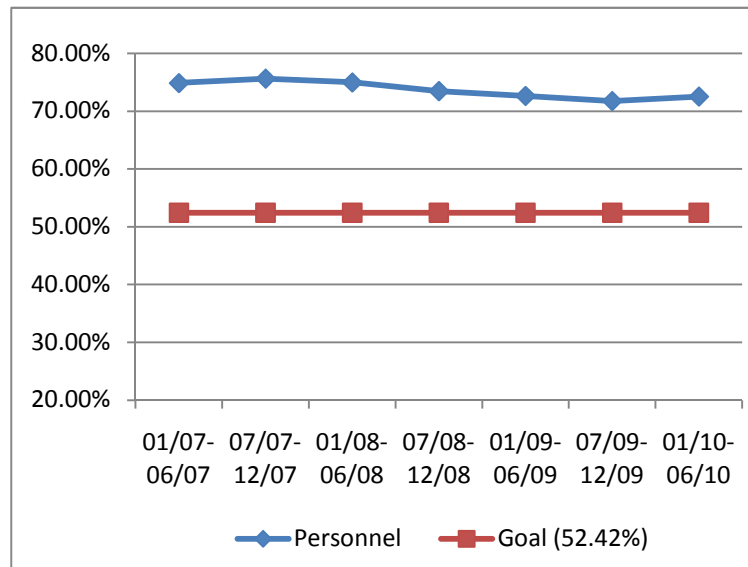
January – June 2010 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	41	5	12.2%	10.00%	0.0	6.1%	22	53.66%	52.42%	0.0	37.7%
EEO GRP 2: PROFESSIONAL	160	17	10.63%	10.00%	0.0	8.4%	124	77.5%	52.42%	0.0	57.9%
EEO GRP 3: TECHNICIANS	12	1	8.33%	10.00%	0.2	8.2%	7	58.33%	52.42%	0.0	62.9%
EEO GRP 4: PROTECT SERV WRKR	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 5: PARA PROFESSIONAL	1	0	0%	10.00%	0.1	8.3%	1	100%	52.42%	0.0	62.6%
EEO GRP 6: OFFICE & CLERICAL	8	2	25%	6.3%	0.0	9.3%	7	87.5%	52.42%	0.0	76.8%
EEO GRP 7: SKILLED WORKER	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 8: SERVICE MAINTENANCE	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--	--	--
TOTAL	222	25	11.26%	10.00%	0.0		161	72.52%	52.42%	0.0	
DECEMBER '09 TOTAL	223	25	11.21%	10.00%	0.0		160	71.75%	52.42%	0.0	
CHANGES	-1	0	0.05%		0		-1	0.77%		0	

Personnel Minority Utilization Trend



Personnel Female Utilization Trend



The Personnel Cabinet is one of three cabinets within state government that meets both the minority and female utilization goals.

Minority Utilization

Between January 1 and June 30, 2010, the Personnel Cabinet saw a small decrease in the total number of positions, falling one to 222 employees. Of these 222 employees, 25 are minorities. These 25 minority employees comprise 11.25% of the Personnel Cabinet's workforce, exceeding the minority utilization goal of 10% by 1.26%. Though the cabinet saw a slight reduction in its workforce, the number of minority held positions remained the same. This resulted in a slight increase of 0.05% from the last reporting period.

The Personnel Cabinet continued to meet minority utilization goals for three EEO Job Categories: Group 1 (Officials & Administrators), Group 2 (Professionals) and Group 6 (Office & Clerical).

Female Utilization

Likewise, between January 1 and June 30, 2010, the number of females employed with the Personnel Cabinet increased by one, resulting in a slight increase in female utilization, from 71.75% to 72.52%. The Personnel Cabinet exceeds the female utilization goal of 52.42% by 20.1%.

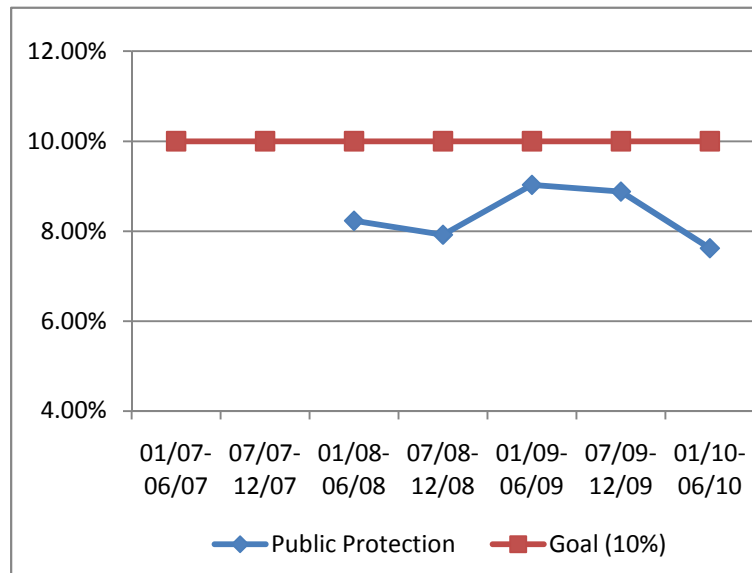
The Personnel cabinet, with the addition of EEO Job Category Group 1 (Officials & Administrators) this reporting period, meets the female utilization goal for all EEO Job Categories found within the Cabinet.

PUBLIC PROTECTION CABINET

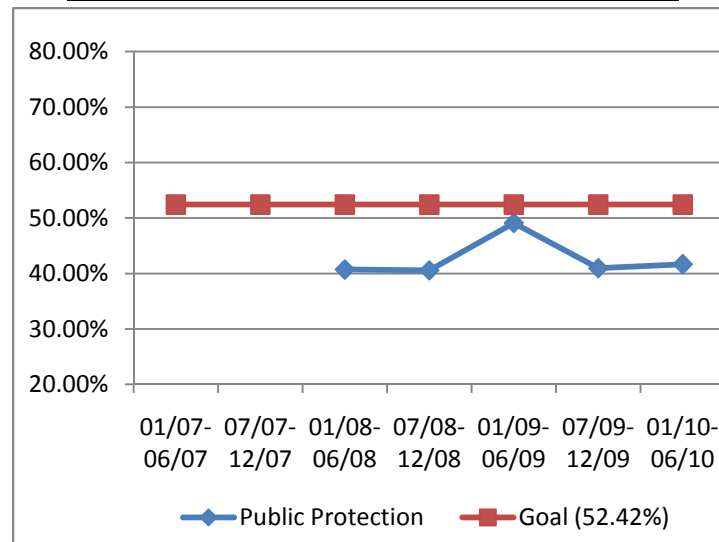
January – June 2010 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	120	10	8.33%	10.00%	2	6.1%	43	35.83%	52.42%	20	37.7%
EEO GRP 2: PROFESSIONAL	311	31	9.97%	10.00%	0.1	8.4%	190	61.09%	52.42%	0.0	57.9%
EEO GRP 3: TECHNICIANS	165	7	4.24%	10.00%	9.5	8.2%	14	8.48%	52.42%	72.5	62.9%
EEO GRP 4: PROTECT SERV WRKR	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 5: PARA PROFESSIONAL	4	0	0%	10.00%	0.4	8.3%	4	100%	52.42%	0.0	62.6%
EEO GRP 6: OFFICE & CLERICAL	15	0	0%	6.3%	1.5	9.3%	12	80%	52.42%	0.0	76.8%
EEO GRP 7: SKILLED WORKER	25	1	3.85%	10.00%	2.5	5.8%	5	20%	52.42%	8.2	5.1%
EEO GRP 8: SERVICE MAINTENANCE	3	1	33.33%	10.00%	0.0	14.7%	0	0%	52.42%	1.6	64.1%
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--	--	--
TOTAL	643	49	7.62%	10.00%	15.3		268	41.68%	52.42%	69.1	
DECEMBER '09 TOTAL	642	57	8.88%	10.00%	7.2		263	40.97%	52.42%	73.6	
CHANGES	1	-8	-1.26%		8.1		5	0.71%		-4.5	

Public Protection Minority Utilization Trend¹⁴



Public Protection Female Utilization Trend¹⁵



¹⁴ The Public Protection Cabinet was created in early 2008 and therefore no trend information exists before the 06/08 reporting period.

¹⁵ *Ibid...*

Minority Utilization

Between January 1 and June 30, 2010, the Public Protection Cabinet saw subtle change in the number of positions, increasing the workforce by one position to 642 employees. Of the 643 employees, 49 are minorities. The Public Protection Cabinet has a minority utilization of 7.62%. This is a decrease of 1.26% from the last reporting period. This percentage of utilization is 2.38% below the targeted goal of 10%. Though the cabinet gained one position overall, minority held positions fell by eight, contributing to this reporting periods utilization decline. The current minority percentage is the lowest since the creation of the cabinet.

Unlike the previous reporting period when the Public Protection Cabinet met goals in two EEO Job Categories (Groups 2 and 8), this reporting period the cabinet only reached the minority utilization goal in EEO Job Category Group 8 (Service Maintenance).

Female Utilization

Of the 643 employees within the Public Protection Cabinet, 268 are female. These 268 employees represent 41.68% of the cabinet's total workforce. This is an increase of 0.71% from the previous reporting period. Though the cabinet only increased its overall employment by one position, the number of female held positions increased by five - contributing to this increase in female utilization. However, the Public Protection Cabinet is currently 10.74% below the Commonwealth's goal of 52.42% for female utilization.

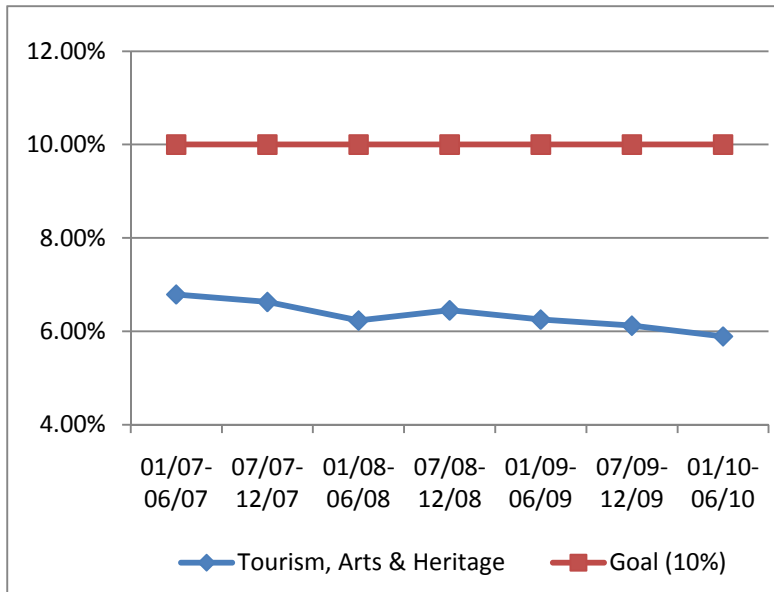
The Public Protection Cabinet continued to exceed female employment goals in three EEO Job Categories: Group 2 (Professionals), Group 5 (Paraprofessionals) and Group 6 (Office & Clerical).

TOURISM, ARTS & HERITAGE CABINET

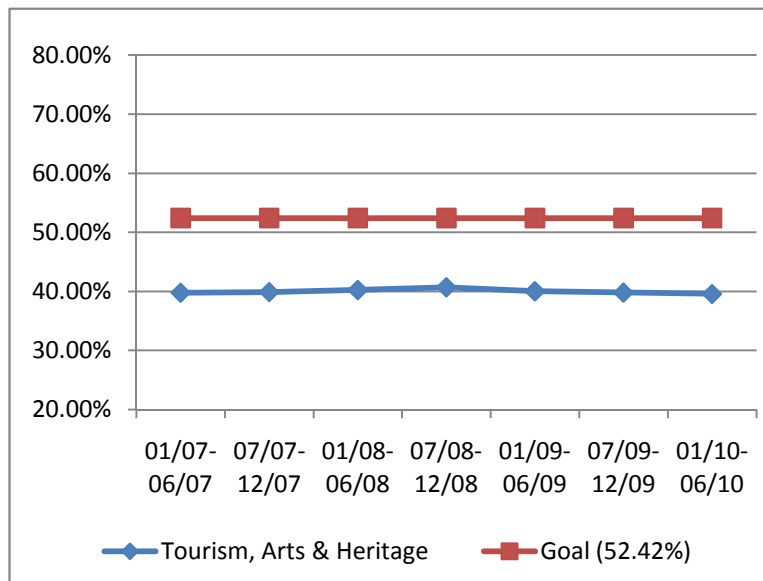
January – June 2010 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	230	11	4.78%	10.00%	12	6.1%	71	30.87%	52.42%	49.6	37.7%
EEO GRP 2: PROFESSIONAL	446	14	3.14%	10.00%	30.6	8.4%	249	55.83%	52.42%	0.0	57.9%
EEO GRP 3: TECHNICIANS	61	5	8.2%	10.00%	1.1	8.2%	21	34.43%	52.42%	11	62.9%
EEO GRP 4: PROTECT SERV WRKR	209	4	1.91%	10.00%	16.9	10.6%	6	2.87^	52.42%	103.6	19.8%
EEO GRP 5: PARA PROFESSIONAL	111	4	3.6	10.00%	7.1	8.3%	37	33.33%	52.42%	21.2	62.6%
EEO GRP 6: OFFICE & CLERICAL	163	6	3.68%	6.3%	10.3	9.3%	128	78.53%	52.42%	0.0	76.8%
EEO GRP 7: SKILLED WORKER	251	9	3.59	10.00%	16.1	5.8%	21	8.37%	52.42%	110.6	5.1%
EEO GRP 8: SERVICE MAINTENANCE	565	67	11.86%	10.00%	0.0	14.7%	273	48.32%	52.42%	23.2	64.1%
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--	--	--
TOTAL	2,036	120	5.89%	10.00%	83.6		806	39.59%	52.42%	261.3	
DECEMBER '09 TOTAL	2,042	125	6.12%	10.00%	79.2		813	39.81%	52.42%	257.5	
CHANGES	-6	-5	-0.23		4.4		-7	-.022%		3.8	

Tourism, Arts & Heritage Minority Utilization Trend



Tourism, Arts & Heritage Female Utilization Trend



Minority Utilization

Between January 1 and June 30, 2010, six positions were eliminated or vacated in the Tourism, Arts and Heritage Cabinet, resulting in a total workforce of 2,036. Of these 2,036 employees, 120 are minorities. These 120 employees comprise 5.87% of the cabinet's workforce, 4.11% below the minority utilization goal of 10%. Of the six positions eliminated or vacated, minorities held five (83.33%), contributing to the decline in minority utilization. This is the fourth reporting period with declining minority utilization for the Tourism, Arts & Heritage Cabinet and the lowest percentage of minority employees since the beginning of this administration.

The Tourism, Arts & Heritage Cabinet met minority utilization goals in only one EEO Job Category: Group 8 (Service Maintenance).

Female Utilization

Like in minority utilization analysis, females held a disproportionate number of the positions eliminated or vacated. The cabinet saw a net decrease of 6 employees, but a decrease in female employment of 7 positions. Theoretically, over 100% of the positions vacated or eliminated were held by females, contributing to a decline of 0.23% from 39.81% to 39.59%. The cabinet is currently 12.83% below the Commonwealth's female utilization goal of 52.42%. This is the fourth reporting period with declining female utilization for the Tourism, Arts & Heritage Cabinet and the lowest percentage since the beginning of this administration.

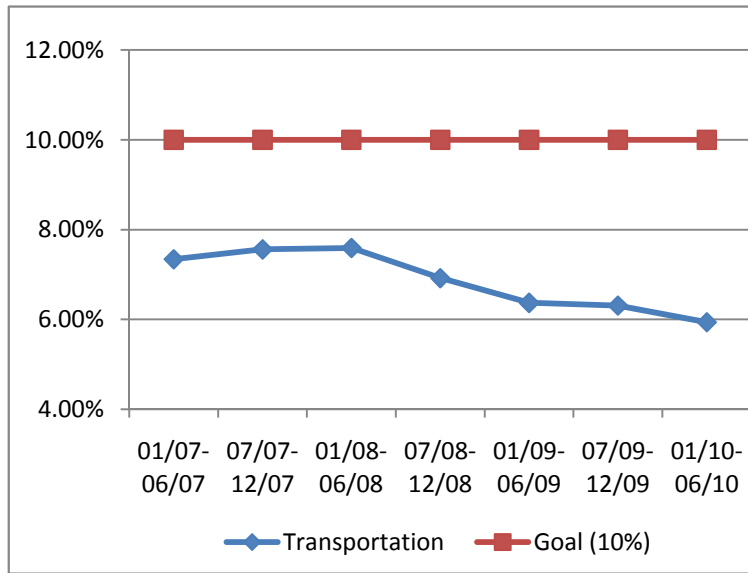
The Tourism, Arts & Heritage Cabinet reached female utilization goals in two EEO Job Categories: Group 2 (Professionals) and Group 6 (Office & Clerical).

TRANSPORTATION CABINET

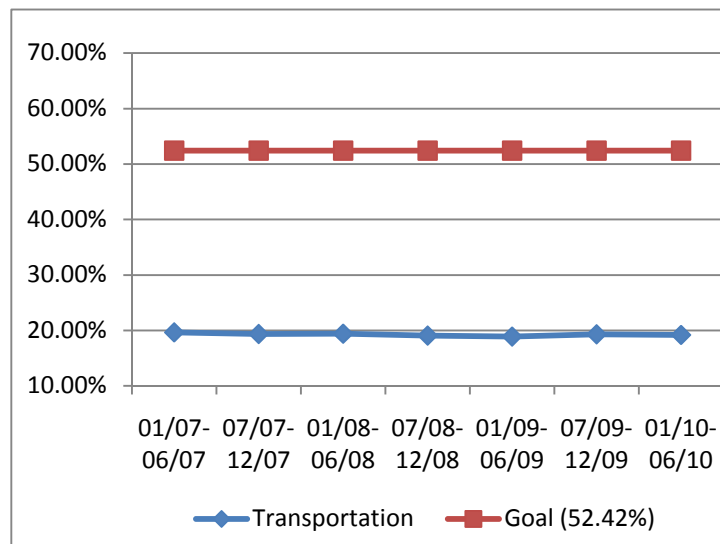
January – June 2010 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	334	8	2.4%	10.00%	25.4	6.1%	57	17.07%	52.42%	118.1	37.7%
EEO GRP 2: PROFESSIONAL	1,647	116	7.04%	10.00%	48.7	8.4%	604	36.67%	52.42%	259.4	57.9%
EEO GRP 3: TECHNICIANS	389	25	6.43%	10.00%	13.9	8.2%	87	23.37%	52.42%	116.9	62.9%
EEO GRP 4: PROTECT SERV WRKR	4	0	0%	10.00%	0.4	10.6%	1	25%	52.42%	1.1	19.8%
EEO GRP 5: PARA PROFESSIONAL	96	7	7.29%	10.00%	2.6	8.3%	23	23.96%	52.42%	27.3	62.6%
EEO GRP 6: OFFICE & CLERICAL	129	11	8.53%	6.3%	1.9	9.3%	61	47.29%	52.42%	6.6	76.8%
EEO GRP 7: SKILLED WORKER	1,696	97	5.72%	10.00%	72.6	5.8%	45	2.65%	52.42%	844	5.1%
EEO GRP 8: SERVICE MAINTENANCE	488	20	4.1%	10.00%	28.8	14.7%	40	8.2	52.42%	215.8	64.1%
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--	--	--
TOTAL	4,783	284	5.94%	10.00%	194.3		918	19.19%	52.42%	1,589.3	
DECEMBER '09 TOTAL	4,678	295	6.31%	10.00%	172.8		903	19.3%	52.42%	1,549.3	
CHANGES	105	-11	-0.37%		21.5		15	-0.11		40	

Transportation Minority Utilization Trend



Transportation Female Utilization Trend



Minority Utilization

Between January 1 and June 30, 2010, 105 positions were added to the Transportation Cabinet, resulting in a total workforce of 4,783 employees. Of these 4,783 employees, 284 are minorities. These 284 employees comprise 5.94% of the Transportation Cabinet's workforce, 4.06% below the minority utilization goal of 10%. Since the last reporting period, the percentage of minority employees at the Transportation Cabinet has fallen 0.37% from 6.31%. Though the cabinet saw the number of total employees increased by 105 the number of minority employees fell by 11, resulting in continued decline. The current minority utilization is the lowest since the beginning of this administration.

This reporting period, the Transportation Cabinet met no minority utilization goals in any of the EEO Job Categories (having met one, Group 6, during the last reporting period).

Female Utilization

Between January 1 and June 30, 2010, only 15 of the 105 new hires were women. Under-representation in new positions in a continued trend. Overall, of the 4,783 employees at the Transportation Cabinet 918 are female. These 918 employees represent only 19.19% of the Transportation Cabinet's workforce, a decrease of 0.37% from the previous reporting period. Currently, the Transportation Cabinet is 33.23% below the female utilization goal of 52.42%. Transportation has the lowest female utilization, 16.61% below the new lowest, Justice & Public Safety.

The Transportation Cabinet met no female utilization goals in any of the EEO Job Categories this reporting period (having met one, Group 6, during the last reporting period).

APPENDIX 1.

EEO Job Category Definitions

Group 1. Officials and Administrators: Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, direct individual departments or special phases of the agency's operations, or provide specialized consultation on regional, district or area basis. Includes: Department heads, directors, assistant directors, branch managers, environmental health program administrators, controllers, examiners, wardens, network engineers, resort park managers, police and fire chiefs, inspections and kindred workers.

Group 2. Professionals: Occupations which require specialized and theoretical knowledge which is usually acquired through college training or through work experience and other training which provides comparable knowledge. Includes: Personnel and labor relations workers, social workers, doctors, psychologists, registered nurses, economists, dieticians, lawyers, systems analysts, accountants, engineers, employment and vocational rehabilitation counselors, correctional captains, health policy assistants and other kindred workers.

Group 3. Technicians: Occupations which require a combination of basic scientific or technical knowledge with manual skill which can be obtained through specialized post secondary school education or through equivalent on the job training. Includes: Computer programmers and operators, draftsmen, surveyors, licensed practical nurses, photographers, radio operators, mine inspectors, programmers, systems engineer IT, highway technicians, technicians (medical, dental, electronic, physical sciences), administrative specialist I, inspectors and kindred workers.

Group 4. Protective Service Workers: Occupations in which workers are entrusted with public safety, security and protection from destructive forces. Includes: Correctional officers, fire fighters, KVE inspector, facilities security officers, state park rangers, detectives, Occupational Safety and Health Administration, (OSHA), safety consultants, hazardous device investigators, wildlife and boating law enforcement officers and kindred workers.

Group 5. Paraprofessionals: Occupations in which workers perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and/or experience normally required for professional or technical status. Such positions may fall within an identified pattern of staff development and promotion under a "new careers" concept. Includes: Administrative assistants, family support specialists, laboratory aids, revenue examiners, medical aids, child support workers, youth workers, museum guides, house parents, fish and wildlife technicians and kindred workers.

Group 6. Office and Clerical: Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information, and other paper work required in an office. Includes: Administrative secretaries, bookkeepers, messengers, office machine operators, clerk-typists, stenographers, data entry operators, communication dispatchers, office managers, postal technicians, rehabilitation care aids, offender information specialists and kindred workers.

Group 7. Skilled Worker: Manual workers of relatively high level (precision production and repair) having a full and comprehensive knowledge of the process involved in their work. Exercise considerable independent judgment and usually received an extensive period of training. Includes: mechanics and repair people, electricians, heavy equipment operators, highway superintendents, carpenters, HVAC inspectors, locksmiths, correctional farm managers, fisheries biologists and kindred workers.

Group 8. Service/Maintenance: Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities or grounds of public property. Workers in this group may operate machinery. Includes: Cooks, equine workers, elevator inspectors, highway equipment operators, janitors, laborers, laundry workers, park workers, patient aides, stores workers, veterans cemetery caretakers and kindred workers.